App. F. IX-4

1925. (Medical

File No. 101 25

Previous References

Serial Nos. 1 - 11

Later References

Med 101-25(1203)
Med 62-27(4, 5, 6, 7, 8, 9.
" 28(40 to 45.
" 3-27 56/3, 34-36.
" 35-37, Nos. 1-6.

General and Revenue Secretariat.

Serial Nos. 1 - 11

Part B for Oct 1926.

SUBJECT

Revision of the Scale of Pay of Asst Surgeons and Sub Asst Surgeons

Table of Contents.

Med 3645-6/Med 101 25-4 dt 5.10.1926.
To the Senior Surgeon & Cantonment
Passes orders revising the Scale
of Pay of Sub Asst Surgeons & Asst
Surgeons

P. Blakeway
17/11/26.

Medical and Revenue Secretariat

Med File No. 101 of 192

Serial No.	
(1)	Letter No 4 E 245 dated the 30th January 1926 from the Senior Surgeon to Govt requesting for necessary sanction to his proposal contained in his letter No 4-E 326 dated the 24th April 1925 for raising the pay of Sub Asst Surgeons and for provision of Rs 7,500 in the next year's budget to meet the extra cost involved.
(2)	Letter No 4-E 246 dated the 30th January 1926 from the same Officer requesting sanction to raise the pay of the undermentioned members of the Medical Dept who retire after obtaining lascarin degree, contained in his letter No 4 E 323 of 24.4.1925, and for provision of Rs 5,000 in the next year's budget to meet extra cost involved

1) The subject for orders and the last year's file on the subject.

Med 79-24
4 Dec
Asst T.

NOTE—Contn. Sheet

The proposal may be considered if some provision can be made for the purpose in next year's budget.
C.B. 3/12/25
Secy

WD 01264—GPB—40,000 -17-12-25

P.W.D.

R. T

H. H.
p. 76 of the [illegible] pubn.

Flag A.

Serial No

1 The proposals of the Senior Surgeon relate to two sets of officers in the Medical Department viz (1) Surgeons, Assistant Surgeons and Medical graduates and (2) Sub Assistant Surgeons.

2 Exactly the same proposals were submitted by him in April 1925 but for want of funds the consideration of the proposals was deferred These proposals have now been renewed by the Senior Surgeon and I am afraid the consideration of it cannot be once more postponed. The prospects of the men to whom the proposals relate, more particularly the Sub Assistant Surgeons, are really unsatisfactory and the matter has been referred to in the Legis. Council in a resolution by Mr.B.Narasinga Rao at the December Session of 1924. Government agreed to the necessity of improving the prospects of these men as soon as funds permitted. During the ensuing meeting of the Legis. Council there is also a question about it ([illegible])

3 The proposals of the Senior Surgeon amount practically to a complete re-organization of the Medical Department except as regards the Lady Medical Officers.

4 Dealing with the Senior Surgeon's recommendations under the two heads indicated in para (1) above, the proposals in respect of the Gazetted staff involve an expenditure of Rs.22,953 as against 17,246 p.m. or an annual increase of Rs.68,484. I am afraid these proposals are too liberal- at all events in the present stage of financial stringency- and I am

WD 01264—GPB—40,000 -17-12-25

General and Revenue Secretariat | Land File No. 101 of 192 .

Serial No

am not sure that a re-organization of the Gazetted staff is very urgently called for. The pay of these officers has been fixed fairly satisfactorily and bears a favourable comparison with the prospects of similar officers in other departments. If, however, for the sake of considering the whole question once for all, it is necessary to revise the prospects of these officers also, the following suggestions are submitted in place of those proposed by the Senior Surgeon:--

Senior Surgeon	Rs.1400
One 1st grade Surgeon	800-50-1000
Two 2nd " Surgeons	800 700-50-800
Three 3rd " "	500-40-700
Eight 4th " "	400-25-500
32 Sub Assistant Surgeons	150-30/2-300/Efficiency bar/20-400

Please see Stt. for details-

(N.B. No Medical Graduates) 19050

From Rs. 17250 to Rs. ~~22,000~~ p.m. or (Perannum)

This increases the cost by about Rs. ~~30,000~~ 21,600 as against 70,000 proposed by the Senior Surgeon.

6 As regards the Sub Assistant Surgeons, the proposals of the Senior Surgeon deserves favourable consideration of the Government. Most of what he says about their unsatisfactory position and prospects appear to be true and there is a certain amount of public agitation in the matter. Whatever may be the decision about the Gazetted staff the revision of the pay and prospects of Sub Asst. Surgeons is urgently called for. Kind reference is invited to the Dewan's minute on the petition presented by the Sub Asst Surgeons in this connection.

H. A

Serial No

1 A perusal of the Senior Surgeon's letter and proposals will show that out of a total of 196 Sub Assistant Surgeons quite 170 stop at Rs.77 after a service of about 16 or 17 years. A few of them go up to Rs.87 or 97 and there there is a complete block. The first thing required therefore is to ensure that the prospects of the large number of men who now stop at 77 should be improved.

8 In view of the necessity of economy, the following scale is suggested for consideration in place of that proposed by the Senior Surgeon.

6	Sub Asst. Surgeons on	Rs.150
20	----do----	Rs.125
170	----do---	Rs.50-5-100.

This involves an expenditure of about Rs.204,000 per annum as against the present expenditure of Rs.154,000 per annum, the increase being about Rs.50,000 against Rs.71;000 under the Senior Surgeon's proposal.

9 A statement is enclosed showing the present cadre, the one proposed by the Senior Surgeon and the one proposed in this note.

10 If the suggestions are generally approved, the Financial Secretary may be consulted.

Hd Member

RR 16/2

11 Sir Secretary Inglis Submitted

RR 18/2

Sir Secretary with compts.

FINANCIAL SECRETARIAT
No 2153
18 FEB. 1926
S.T.M.

NOTE—Contn. Sheet

Existing Scale.

1. Senior Surgeon. Rs.1,400

2. Surgeons-

1st Class (1)	800-50-900	Average.	893⅓ x 1	" 893⅓
2nd Class (2)	700-50-800	"	793⅓ x 2	" 1,586⅔
3rd Class (3)	500-25-700	"	651⅔ x 3	" 1,955
4th Class (2)	500	"	500 x 2	" 1,000
5th Class (2)	450	"	450 x 2	" 900
6th Class (4)	400	"	400 x 4	" 1,600

3. Assistant Surgeons:-

1st Grade (12)	200-20-360	"	301 x 12 " 3,616
2nd Grade (20)	120-10-200	"	170 x 20 " 3,413⅓

4. Medical Graduates:-

9 Medical Graduates	87-5-100	"	98 x 9 " 882

Total Rs. 17246 ✓

5. Sub Assistant Surgeons.

6 on 97		" 582
12 on 87		" 1,044
178 on 50-10/5-72-5-77	63½	"11,176

Total Rs 12800 ✓

Grand Total Rs. 30046⅓ ✓

Senior surgeons Proposed Scale

1. Senior Surgeon. Rs. 1,400

2. Surgeons-

One on Rs.800-50-1000 Average		" 943 1/3
Four on " 700-50/2-800 Average.	777⅓ x 4	" 3,093 1/3

3. 15 Senior Assistant Surgeons (or Third Grade Surgeons) on 500-25-600: Average 573 1/3 x 15 " 8,600

4. Assistant Surgeons:-

25 Assistant Surgeons on 150-20-450: Average 316⅔ x 25 " 7,916 2/3

5. Medical Probationers:

10 Medical Probationers on Rs.100/- " 1,000

Total 22,950 ✓

6. Sub Assistant Surgeons.

8 Seniors on	150	" 1,200
12 " on	140	" 1,680
176 on 50-5-130. Average: 90.		15,740

Total 18,720 ✓

Grand Total Rs. 41,670 ✓

Proposed by the Secretary

Senior Surgeon	1400
1 1st grade Surgeon	800-50-1000
2 2nd "	700-50-800
3 3rd "	500-40-700
8 4th "	400-25-500
32 Assistant Surgeons Efficiency bar	150-30/2-300-20-400.
No Medical ~~Practitioners~~ Probationers.	

Total Rs. 19050 ✓

Sub Assistant Surgeons

6	Sub Assistant Surgeons	Rs.150/-
20	----do---	Rs.125
170	----do----	Rs.50-5-100

Total 17000 ✓

Grand total. 36050 ✓

Increase under Gazetted Staff as proposed by Senior Surgeon — Rs. 5700 p.m. — as proposed in the note — Rs. 1800 p.m.

" " Sub-Asst's Staff — — — — Rs. 5720 p.m — as " " — Rs. 4200 p.m.

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Serial No.

H 2453

12 The improvement of the pay of Sub Assistant Surgeons is an urgent measure and I think it ought to be given priority over other demands if there is money available for ~~xxxx~~ new expenditure. Whether any provision for this purpose can be included in the next year's budget is a point on which I am now unable to express any opinion. I have indicated in my note ~~of~~ on the Forecast for next year what is likely to be the financial position in that year. There are so many demands and commitments and it is necessary to arrive at some definite understanding in regard to the order in which they should be met.

13 Our revenues are very inelastic and we have no sources of taxation to meet the growing demands on account of expenditure. As revenue cannot be raised to the level of the required expenditure, we have, in the circumstances in which we are placed to reduce expenditure to the standard of our revenue. Additional expenditure which is not absolutely unavoidable should, therefore, be excluded altogether from the next year's Budget and every attempt has also to be made to effect savings on existing Services wherever possible. If, as the result of these efforts, it is found possible to spare some money for new expenditure, a demand like the present should, I think, have the first claim upon it.

7375
22/2

Mudie 19-2-26

Secy Hon'ble Member RB 22/2

NOTE—Contn. Sheet

WD 01264—GPB—40,000—17-12-24
App. F. III—2]

General and Revenue Secretariat | Med File No. | of 192 5.

Serial No.

11 Please put up at budget time, & please see if any scheme wh. will not cost much the next 2 years & benefit S-A-S only can be put up in another Result in L.C. (Vide my previous proceedings in L.C.)

Lee
24/2

Supdt. Office of Secy, L.C. to please get this from the A. Reports & put up.

RB
5/3.

15 Please let me have this after the L.C. Meeting is over.

RB
ee/

X Y An extract from the first day's proceedings is put up.

SP
3.26.

16 As directed by the Hon'ble Member above, I consulted the Sen. Surgeon unofficially. He is of opinion that in view of ~~giving~~ the necessity of giving some immediate increments to the Sub assistant Surgeons, while at the same time keeping down the expenditure as far as possible, the following scale may be sanctioned:-

178 S.A. Surgeons on 50-5-100
18 on 100-5-125.

17 The effect of this will be an increase in the average cost from Rs. 154,000 to Rs. 191,000 or about Rs. 37,000 per annum. The increase next year will be about Rs. 12,500 & the year after Rs. 25,000 over the

NOTE—Contn. Sheet

Serial No

present expenditure

18 The scale suggested above is moderate and deserves favourable consideration.

19 The Senior Surgeon suggested also in the course of my consultation with him that provision may be made in the reorganisation for about 6 places on 125-5-150. He thinks that though these places may be filled up only after those in the 100-5-125 Quality for the promotion, its immediate sanction will be an incentive to good work.

This note has been so far confined to the Sub Asst Surgeons. But kind attention is invited to the opinion of the Dewan recorded on the petition presented by the Asst Surgeons. The question of ~~dealing~~ combining the two grades 120-10-200 and 200-20-360 into one of 120-10-200-20-360 and of raising the minimum pay to Rs. 150 deserve consideration.

Flag Z.

Flag Y.

8251/23

2/ A proportion Statement may be prepared for the above persons (including Asstt Surgeons) and got Verified by Compte

Urgent

NOTE—Contn. Sheet

Serial No

24) D&C Subd for action
C.E.
26/3/26 23 Done (Doctors & Surgeons
Well Grade differ from present grade)
MW
26/3

4 To The Senior Surgeon
No 4 4824 dt 24.3.1926
Requests him to submit for consideration proposition statement through the comptroller on the lines suggested in the letter
To The comptroller to Govt
No 4 4828 dt 24.3.1926
Forwards a copy of the above

Sent C.E. 3/4/26

5 Letter No 4.C245-2 dated the 15th April 1926 from the Senior Surgeon in Mysore forwarding, thro' the Comptroller, a proposition statement for the revision of the cadre of Sub Asst Surgeons involving an ~~extra~~ extra cost of Rs 4 1835/64 per annum or Rs 50,202 2/3 per annum to the Government recurring expenditure of the State.

6. Letter No E 2146-4 dated the 15th April 1926 from the same officer forwarding for sanction, thro' the Comptroller

5268

WD 01264—GPB—40,000—17-12-25

General and Revenue Secretariat

End File No. 101 of 1925 (10)

Serial No.

Proposition Statement for the revision of the cadre of Asst Surgeons at an extra cost of Rs 1473 1/3 per month or Rs 17,680/- per annum, and suggesting that the maximum pay of the grade be raised to Rs 400/-

&c. &c. &c.

24 Refer orders at page 21 of the notes above

Submitted for orders

C.B, Lt

30/4/26

3/5

Secy

25 The proposals are

(a) to fix the pay of the Sub asst Surgeons as follows:—

(1) 6 Sub. A. Surgs on 125-5-150
(2) 18 on 100-5-125
(3) 190 on 50-5-100

(b) to raise the minimum pay of the asst Surgeons to Rs. 150 and fix a continuous grade of 150-10-200/20-360.

26 The extra cost involved under (a) is Rs. 4183 5/9 p.m. or Rs. 50,202 2/3 p.a.

27 The extra cost involved under (b) is Rs. 1473 1/3 p.m. or Rs. 17,680 p.a.

NOTE—Contn. Sheet

WD 01264—GPB—40,000—17-12-25.

General and Revenue Secretariat

Revd File No. 5mr 101 of 1925 (11)

Serial No.

9399/5/5

The figures given above show the increase in the average cost. The actual increase during the next two years will be about Rs. 15000 and Rs. 25,000 respectively.

IInd member

RR 4/5—

mw 4/5

This is an urgent matter & the Pabbleave & clamoring promises have been made. From the Civil list it is found that most of the permanent Asst Supers are already drawing Rs 150. Hence the actual ~~Cost~~ addl Cost next year will be very little

2. The question of raising the Pay of Asst Supers to 400 may be deferred & the rest of the Scheme sanctioned.

3. If the Supernumeraries be absorbed in the existing vacancy of Supers, the Cost will be further reduced by 2,400.

3a. I hope an official of Comptroller's Office or Secrt Co work up how much actual increase next year will be, over & above the normal increase by increments & presuming that supernumeraries will be absorbed. If this ~~Cost~~ will take any time please submit ~~your~~ advice to Govt & follow up the case

Lee

6/5/26

Rt. Comptroller

2. Leave matter as calculations (15000 + 25000) Between Verity & Lumsden about here. RR 6/5— mw 6/5 (Regd 9)

P.T.O.

NOTE—Contn. Sheet

5246

WD 01264—GPB—40,000—17-12-25

General and Revenue Secretariat

File No. 1-1 of 1925 (12)

Serial No.

33 At the time when calculation was made on the previous occasion, the number of Subtract Surgeons was taken at 196, as suggested by the Senior Surgeon then; but on account of the Army of ~~the Army of~~ several new dispensaries, since the time when the proposals were first made by the Senior Surgeon the number of Subtract Surgeons has gone up to 214. Hence the effect of sanctioning the proposed scale would be an increased expenditure of about 16,080/- next year in the case of Subtract Surgeons.

34 The effect of raising the ~~pay~~ minimum pay of Asst Surgeons from Rs 100 to 150 would be an increased expenditure of about Rs 15,72/- next year

Submitted for orders.

C.S. 7/5/26

35 Actual extra expt with effect to existing pay can be

OFFICE, 10 1926, 879

Serial No.

worked out wrongly in the Surgeon's Office. The file may therefore perhaps be sent to Dewan as ordered by the Member and the Surgeon asked to calculate actual expenditure

A

RR 8/5

MW 7/5

36 A. Please do this separately & call for details.

RR 8/5

Cw—Table extracted & graphed S.S. MW 8/5

Seen

37 The figures had been carefully worked out here and the increase for next year was found to be Rs. 15000 on account of Sub-asst Surgeons. But as since the date of that Calculation, the No. of S.A. Surgeons has increased, the actual increase for next year will be Rs. 16100

38 Of the minimum pay of Asst Surgeons is increased from Rs. 1205 Rs. 150, the increase next year will be about Rs. 1800.

Dewan. RR 8/5 MW 8/5

39 Exact figures will be separately obtained & put up

40 I am inclined in favour of the proposal of the Surgeon Genl. for the reasons mentioned in his forwarding?

MW 11/5

F. Secy

Considered in Council on 22-5-26. Orders on the Budget for next year may be awaited

RR 11/5

MW 11/5

RR

MW 23/5

NOTE.—Contn. Sheet

5248

WD 01264—GPB—40,000—17-12-25

General and Revenue Secretariat

Med File No. 101

App. F. III—2]

of 1925 (14)

Serial No.	
	Refer orders at pages 36 & 39 supra D.O. Sub-S for advice. C.6 28/5/26 MK 27.5.26 L.3 pages 28 16
7	To the Senior Surgeon No 910045 dt 3.6.1926 Requests him to intimate the actual cost p.a. next year in case his proposals are sanctioned
8	Letter No 9 C 246-3 dated the 9th June 1926 from the Senior Surgeon as enquired stating that the extra cost to Govt next year (1926-27) in case the scale of pay of Asst Surgeons and Sub Asst Surgeons and pensions as proposed would be Rs 17,970. A sum of Rs 16,000/- has been provided in the provisional budget for 1926-27 for revision of the pay of Sub Asst Surgeons

NOTE—Contn. Sheet

Serial No.

The Senior Surgeon's figure on this account is Rs 17,126 and is made up of his present pay and his proposed pay, ~~etc~~ giving ~~him~~ special increments in most cases. ~~Further~~ ~~Issue~~ If approved, further action in the matter may ~~perhaps~~ be deferred till the budget estimates are passed by the H.A.C. Submitted for orders.

C.S.
11/6/26
11626

Asstt Controller
15/6

Secy
15/6

Financial Secretary
15/6

10878
16-6.

17 Vr
17/6

18/6.

The sanction for the premium of the cadetship to the Asst Surgeons has been passed by the L.C. and

6201

WD 01264—GPB—40,000—17-12-25

General and Revenue Secretariat | File No. 101 of 1926 | (16)

Serial No.

and it is proposed to fix the pay of Sub Asst Surgeons as follows:—.

6 Sub Asst Surgeons on Rs 125-5-150

18 sub Asst Surgeons on Rs 100-5-125 and 190 ..... on Rs 50-5-100

Hd Secy has been consulted in the matter. (2) Council matter.

Off S.O. sanctioning the revision is issued for appl or other orders. It is a point for orders whether the minimum pay of the Asst Surgeons is to be raised to Rs 150 and the grade fixed as 150-10-200/20-360 as proposed.

C.S.

7/7/26

Asst Secy

Immde.

Please put up the file about the receipt of the Asst Supdt. answer has to issue without delay

7/7

7/7

File sealed with Off C.S. 5/7 Typed draft sealed 7/7/26 C.S. (Council matter) 10/7 7.7.26 9/7/26 Secy

NOTE—Contn. Sheet

6201

WD 01264—GPB—40,000 17-12-25

General and Revenue Secretariat

Revenue File No. 101 of 1926 (17)

Serial No.

52 There are two points for orders in this file:—

(1) revising the pay of the Sub-Asst Surgeons

(2) fixing the pay of the Asst. Surgeons at 150-10-200-20-360 instead of 120-10-200 + 200-20-360.

53 Regarding the first point, the provisional decision is to reorganise the Sub-Asst Surgns as follows:

6	S.A. Surgns	125-5-150 (not to be filled up for the present)
18		100-5-125
190		50-5-100.

A sum of Rs. 16,000 has also been provided in the budget to meet the cost of the reorgn. A draft G.O. is submitted for approval.

54 Regarding the second point, as the maximum pay of the S.A. Surgeons is Rs. 150, it seems both necessary to raise the minimum pay of the Asst Surgeons to Rs. 150. This will not materially add to the cost as the no. of Asst Surgns getting less than Rs. 150 is few. The little increase that will be involved may be met by re appropriation. If this is approved, the pay of the Asst Surgeons may be fixed at 150-10-200 + 200-20-360.

55 After orders are passed on these points, the file will be sent to the Hon'ble Member for Revenue & Agriculture with a D.F.N.

First Member 12/7
Third Member 10/7

150-10-200-20-360?

FINANCIAL SECRETARIAT. 12 JUL. 1926

NOTE—Contn. Sheet

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Serial No.

56 Before issue of order it is perhaps better to obtain a proportion SR from the Comptroller, duly verified. If appts on 125-5-150 are not to be filled up they may be left out a corresponding increase being made in the next lower grade.
Rs
14/7

First beg) 57 The dept. relates to the revising Cadre of Asstt. A Surg
No financial objection if the extra cost during the current year be limited to the lump provision of Rs 1,000 in the budget.
1
12.7.26.
Secy
13/7

418
E3/7

58 Cadre Please note actual additional cost this year by revised Grades of S.A.S. If there is balance left the Grade of Supdg may also be revised as proposed by the Draft added to. & if funds are available I do have a much larger number in the higher Grades of S-A-S.
Dr
14/7

59 Immediate please
RS
14/7

60 Cost cannot be calculated unless each visit is made by is settled when done at time pattrolling
Secy
15/7

61 Draft Order issued for copies of,
15/7 Secy 62 Addl Secy RS 63
15/7 Secy

NOTE—Contn. Sheet

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6201

WD 01264—GPB—40,000—17-12-.

[App. F. III.—2

General and Revenue Secretariat

Med File No. 101 of 1925. (19)

Serial No.	
9	To The Senior Surgeon D.O. No 9449 Dt 15.7.1926 Requests him to modify the proposals in the letter sanctioned in the case of Govt Sub Asst Surgeons in Med 94-25-H.
10	Letter No 9 C 246-5 dated the 19th July 1926 from the Senior Surgeon in response stating that the pay proposed by him for those who are already in receipt of Rs 62/- and more may be allowed to remain and that reduction might be made only in the case of those who are drawing Rs 50 as now proposed by him to bring the total extra cost well within the extra grant sanctioned for the purpose in the budget of the current year. Submitted for orders with reference to paragraphs 8 and 9. GB. 19/7/26 MSK 19-7-26 A/ I beg to submit that it will be much simpler to issue the general order provision first and then consider the allocation as in the cases of such revision of pay of Govt. The former need not perhaps

NOTE—Contn. Sheet

WD 01264—GPB—40,000—17-12-25
App. F. III—2]

General and Revenue Secretariat

6201

File No. 505 101 of 1925

Serial No.

wait for the latter which is sure to take some time in discussion as the financial effects will have to be examined. After the general provisions the Surgeon's proposals for special consideration may be considered upon the balance available out of the total provision for pay ascertained. If the allocation has to be decided meanwhile the Surgeon will be asked to send a statement showing in each man's case present pay, pay in revised scale according to strict rule, and pay proposed by him. This will facilitate disposal of each case.

22/7

Secy

68) Kind reference is invited to the Members minute of 14.7.26 (para 58) It will be seen from the S.S's letter that, after meeting the extra cost involved on the reorganization of the S.A. Surgeons, there will be ample funds available for meeting the cost involved in raising the minimum pay of the Asst Surgeons to Rs. 150. The amount required for this latter purpose is very small (please see flag O.)

First member 26/7

OFFICE OF THE FIRST MEMBER OF COUNCIL
26 JULY 1926
No. 954

NOTE— Contn. Sheet

6) A-A

Quite so. The idea in getting the allocation details from the S.S. was to find out if any funds will be available for the purpose of fixing the minimum pay of the Asst Surgeons at Rs. 150.

RB 23/7.

67) This may be done later after issue of orders

RB 23/7

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Serial No.

~~Asst Surgeon Grade~~

Ree 27/7

69/ ~~Extra~~ The Senior Surgeon Stn Hqrs Goa requested by the Comptroller, as these Leaves & the Services Savings, this proposal to raise the minimum that the present men may receive may be agreed, & the proposals re X Asst Surgeons - Wh. involve 1st Year only an addl Expr of Rs 345 may also be sanctioned.

Year - Proposed
2nd p-10-200 150-10-200
30-20-260 & 200-20-360

70/ Urgent. Ree 27/7

RR 27/7

27/7

14/9/26 8/9/26

71 Forwarded w.o. with compliments & the Comptroller's Office Goa for favour of verifying the statement enclosed with Surgeon's letter of 9th June 1926 and returning the file early.

BO
M Venkatesalyangar
for Secy Medl Dept

GRS 28/7/26.

10684

366 8/26

U.O.No.8 TADA dated 25-8-1926.

Returned with compliments duly verified with the following observations:-

72 (1) Mr. A. Subba Rao is drawing Rs 62/- from 14th

Serial No.

from 14th May 1926 and not Rs50/- as shown in the statement If he is to be permitted to draw Rs62/- per mensem an extra cost of Rs24/- per annum over and above that noted below will have to be incurred.

73 2) The name of A. Rangasamiengar on Rs62/- is not found in the books of this office. There is one Mr. A. Ramanuja Iyengar in his place drawing Rs62/-

74 (3) The actual extra cost as per allocation statement sent for verification comes to Rs17,269 as detailed below:-

Due to increase of pay to Assistant Surgeons	770/-
Due to increase of pay to Sub Assistant Surgeons ...	16,499/-
Total	Rs17,269/-

75 If the 15 Sub Assistant Surgeons as referred to in the Senior Surgeon's letter No.G.C.246-3 dated 9th June 1926, pass the promotion examination and become entitled to promotion under the present rules, a further extra cost of Rs825/- or a total extra cost of Rs18,094/- will have to be incurred.

Offg. Comptroller 25/8

MSR

9/3

27/8

Secy - For perusal. 26

77 Shall a draft G.O. like

Put up for Con'd'n

First Member. 30/8

78 Yes 31/8 79 Draft please - legal

30/8

2478 30/8

NOTE—Contn. Sheet

505

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80 Orders are solicited whether the pay of the only SAS's has to be dealt with in the draft or also that of the Asstt Surgeon's cadre. The provision in the budget is insufficient even for the former. Rs 499 This may have to be found by reapp^n If the Asstt Surgeon's Cadre has also to be revised another 8000 Rs nearly will have to be found

mc 2/9.

Secy

~~The draft may be sent with~~ ~~points of~~

1 Please put us a draft containing both points. The portion relating to the A. C. may be omitted later on if so ordered. If effect is given to the orders to each grade, the present move will probably be enough.

RR 2/9

mc 2/9

2 Considered at the Med & Hy - hygiene dis advr alrd - Draft as, when however to test it whether it will be considered in Council this UK

RR 6/9

WD 71264—GPB—40,000—17-12-25
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General and Revenue Secretariat

File No. 101 of 1925. 24

Serial No.

63

Draft G.O. Sealed for approval

CS 7/9/26

MSR 7/9/26

7.926. Secy

84 A draft G.O. revising the pay of the Sub Asst Surgeons and fixing the minimum pay of the Asst Surgeon at Rs. 150 p.m. is Sub?

85 The Comptroller has pointed out that the cost of the above revision will be Rs. 18094 for the year. As however, Effect will be given to the order from the date on which it issues, the actual cost will be less - about Rs. 14500. The budget provision is Rs. 16,000.

First member PR 9/9
thro'
First Secy MSR 9/9

CW Please circulate upstream orders. money PR 7/9.

returned to CS 8/9

FINANCIAL SECRETARIAT 7807 SEP. 1926 5 P.M.

86 We may tell the Senior Surgeon that in submitting the allocation Statements etc 85 & 88 MSR should be as was done in the case of sickness, compensation, R.E. (separate) strictly followed & at 87 of Special cases requiring consideration Submitter separates. This would avoid unnecessary trouble at later stage

87 This goes without saying h 10/9

B 10/9

30 S-2 15/9

7(807) SS 8 I agree to the suggestion of the Secy - The draft is circulated - h 10.9.26. MSR 15/9

NOTE—Contn. Sheet 2

Dappu 16/9
First Member

505

WD 01264—GPB—40,000—17-12-25

eneral and Revenue Secretariat

Revd File No. 101 of 1925

Serial No.

90 This may be disposed of by circulation.

RR 17/9

Dewan.

nw 17/9

DEWAN'S OFFICE.
Received on
20. SEP. 1926
Reg. No. 9145

91 agd

nw

18.9.26

92 Ch. Secretary Comptr

RR 21/9

nw

93 Papers

Ldc 22/9/26

94 I agree

nw

22/9/26

(For Disposal by Circulation)

No. C. 125

8 1926-27

GENERAL AND REVENUE SECRETARIAT.

COUNCIL MATTER.

SUBJECT.

Revision of the scale of pay of Sub Assistant Surgeons and Assistant Surgeons.

CIRCULATED TO THE MEMBERS OF COUNCIL.

By Order,

21st September 1926

Chief Secretary to Government.
(In Charge)

Extraordinary Member of Council.

3258/21/9 **First Member of Council.** 21/9

*2244/22.9 **Second Member of Council.** 22/9/26

In favour of a Trial Note

WD 2670—GPB—1,000—11-5-17

29.9.26

*3382/23.9. 96 Shantar 23/9/26
Trial Note Signed by the Min^r
is put up with SN
29/9 Dues 29/9

being raised to Rs.150 a month, it is also proposed to raise the minimum pay of second grade Assistant Surgeons from Rs.120 to Rs.150 a month. The extra cost involved by the revision will be well within the amount - - allotted in the budget.

The above proposed, are agreed to by the Dewan and the Second Member of Council.

Page 25 of Office Notes

The draft of an order proposed to be issued in the matter is submitted for the gracious approval of His Highness.

K. Kennedy.

Bangalore,
28th September 1926.

MEMBER OF COUNCIL.

99 *Submitted to His Highness.*

*I submit herewith a Final Note by the...*Firs.....

*Member of Council on the subject of...*Revision..of...the scales of pay of Sub Assistant and Assistant Surgeons,

for His Highness' gracious approval.

Mirza M. Ismail

Dewan.

29-9-26.

General and Revenue Secretariat.

C125

Revision of the Scale of Pay of Sub Assistant & Assistant Surgeons

(*)

31. All urgent or confidential files returned with His Highness' orders may, in the absence of instructions or indications to the contrary, be ordinarily circulated to the Members of Council for perusal after the issue of orders.

33. The Secretaries concerned should see that orders in the cases referred to above are issued at once and that the files are returned immediately after to the Chief Secretary for circulation to the Members.

34. In all other cases, the files will first be circulated to the Members of Council at headquarters and then sent to the Secretariat concerned for the issue of orders.

Circulated to the Members of Council for perusal of

*

His Highness' orders $\frac{\text{before}}{\text{after}}$ issue of orders. (*Vide* Rules 31, 33 and 34 of the Subsidiary Rules for the conduct of business of Council in the Manual of Council Rules and Procedure)

Chief Secretary to Govt.

Through the Secretary to Government.

.....Department.

3801/4/10

FIRST MEMBER OF COUNCIL. 10-2 Recd Secretariat orders 4/10

2573/4/X

SECOND MEMBER OF COUNCIL. Recd 4 10 26

~~THIRD MEMBER OF COUNCIL.~~

3 Finance proposal before issue of order

NOTE—Contn. sheet.

Mono WD 1190—GPB—500 9-1-23.

10-4 Recd 5/10 5-10-26

Recd 10-4 Recd 5-10 5/10 5-10-26

WD 01229—GPB—37,500—1-9-26

General and Revenue Secretariat | Med File No 101 of 1925

Serial No.	
11	To The Senior Surgeon The Comptroller through The Financial Secretary No 9 3645-46 Dt 5.10.1926 Sanctions re revision of the Scale of pay of Sub asst Surgeons and Asst Surgeons

Recd for
Jan
18/10/26

NOTE Contn.Sheet

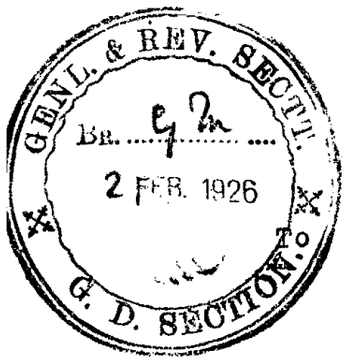
32976 MYSORE MEDICAL DEPARTMENT. 2 3493

No. 4:C.245. Office of the Senior Surgeon in Mysore,

Enc. 1.. Bangalore, dated the 30th Jan: 1926.

Med 101-27-1

From



B. MAHOMED USMON, ESQ., L.M. & S.,
Senior Surgeon with the Government of
His Highness the Maharaja of Mysore, BANGLORE.

To

R. RANGA RAO, ESQ., B.A.,B.L.,
Secretary to the Government of Mysore,
Representative Assembly & Legislative Council,
B A N G A L O R E.

Sir,

With reference to the order of Government conveyed in your letter No. L. 8429/Medl. 79-24-7, dated the 26th May 1925, I have the honor to bring to the notice of Government that the improvement of the scale of pay of Lady Sub Assistant Surgeons, sanctioned in Government Order No. L. 4817-8/Medl. 54-24-13 dated the 5th/8th January 1926, has naturally given rise to a certain amount of discontentment in the minds of the Sub Assistant Surgeons, several of whom have already approached me with their tales of woes.

Although the improvement in the scale of pay of the Lady Sub Assistant Surgeons was necessitated by the fact that hands were urgently required for opening the several new female dispensaries and qualified lady candidates were found to refuse to enter the local service on the old scale of pay, yet, it seems to me that the question cannot be viewed entirely in the light of "supply and demand".

Pioneer work in popularising western medicine among the conservative female population of the State was done by the male Sub Assistant Surgeons. Even at the present day, when the field of a lady Sub Assistant Surgeon's work is confined to the treatment of women, her male compeer

is called upon to treat both men and women. It is also his lot to attend to cholera and other epidemic duties and to any other kind of work in the medical line involving personal inconvenience, discomfort, hardship and even risk.

In these circumstances the demand of the men Sub Assistant Surgeons for a corresponding improvement in their pay and prospects is nothing but reasonable and deserving of acceptance. The justice of their claim has already been practically accepted in as much as the postponement of the question has been ordered from time to time merely on account of want of funds. It appears to me, however, that the matter can no longer be put off and that any further delay must inevitably prejudice the efficiency of the service of which the Sub Assistant Surgeons constitute, so to say, the back bone. The fact that the Legislative Council has taken up the matter into consideration is a sufficient indication of the urgent necessity of solving the difficulty of ways and means which must be done some how.

I therefore beg to resubmit the proposals contained in my letter No. G.C.324 dated the 24th April 1925 for favourable and early consideration and for permission to include a lumpsum provision of Rs 75,000/- in the next year's budget to meet the extra cost involved in the revision.

I have the honor to be,

Sir,

Your most obedient servant,

Wilmot

SENIOR SURGEON, M.G.

A.R.M.

The Sub Assistant Surgeons constitute, so to say, the backbone of the Medical service. During outbreaks of epidemics and in every other emergency, it is this class of subordinates that have to bear the brunt of the responsibility, visiting the affected localities even though they may be in the remotest corners, at great personal discomfort and even risk.

The agitation on behalf of the local Sub Assistant Surgeons has been taken up not only by the local Medical Association, but also by the All India Sub Assistant Surgeons' Association which has been pressing for the amelioration of the condition of the local Sub Assistant Surgeons at its successive annual conferences for some years past. Now that the pay and prospects of Sub Assistant Surgeons all over India have been very much improved, the question of substantially improving the pay and prospects of the local Sub Assistant Surgeons cannot be further postponed, if the efficiency of the medical service has to be maintained.

Taking into consideration the scales of pay of Sub Assistant Surgeons in the Chief British Indian Provinces and some of the important Indian States, I have come to the conclusion that the present minimum pay Rs.45 plus consolidated addition Rs.5, needs no change. The minimum of the new scale may therefore be fixed at Rs.50 and the maximum ~~px~~ may be raised to Rs 130, the rate of increment being Rs.5 annually. The two Senior Grades may be given a pay of Rs.140 and Rs.150 respectively.

A statement (I) is appended showing the sanctioned strength of Sub Assistant Surgeons - male cadre - as it stands at present. The total number comes to 196, of which 20 (or 10 per cent) are proposed to be put in the senior grades, 12 on Rs.140/- and 8 on Rs. 150.

From

From the statement (II) it will be seen that the total cost on 196 Sub Assistant Surgeons at the proposed rates of pay will come to Rs. 18,720 per mensem against Rs. 12,802 per mensem at the existing rates of pay, involving an increase of Rs.5,918 per mensem or Rs. 71,016 per annum.

When the scale is improved and promotion is made to be earned by lapse of time, it is necessary to see that the officers do not lapse into indifference and otherwise deteriorate. To guard against this possibility they must be made to undergo as at present, a professional examination to test their efficiency as soon as they reach Rs.90 and before they earn Rs.95 and again when they reach Rs.130 before they could become eligible for promotion to the Senior Grade. Thus, not only men with service, but men who are also professionally competent will alone get into the Senior Grade, a safeguard which is quite necessary inasmuch as they have soon to look forward to a further promotion to the grade of Assistant Surgeons, where it will not do to put in men of indifferent merit and it is obviously better to test efficiency by a public examination than by any other means.

The appointments of the Sub Assistant Surgeons may be notified in the Gazette and they may be included in the Civil List. They occupy a position of greater responsibility and status than Sub Registrars and Overseers, and yet do not enjoy the privileges of the latter.

At present two posts of Assistant Surgeons are reserved for Senior Sub Assistant Surgeons. This is not sufficient. I request that four appointments of Assistant Surgeons may be reserved for Senior Sub Assistant Surgeons of approved merit.

I submit the matter for the early and favourable consideration of Government. The proposal, if sanctioned, may be given effect to from the next official year, due provision therefor being made in the next budget.

I have the honour to be,
Sir,
Your most obedient servant,
(Sd). B. Mahomed Usmon,

"C o p y"
S. Srinivasa
For Senior Surgeon.

STATEMENT I

Showing the sanctioned strength of the Sub Assistant Surgeons of the male cadre.

Particulars.	Number. Senior.	Ordinary.
G.O. No.G.679-80/Med.69-16-4 dated 13-7-1918	18	172
Transferred to Ladies' cadre by G.O. No.G.1964-74/ Med.52-19-3 dated 27-7-1920 ..	..	-7
By abolition of Headquarter Establishment hand - G.O. No.L.5999-6000/Med.113-21-1 dated 15-4-1922	..	-1
Reduction ordered in G.O. No.6775-6/C.B.155-21-8, for Dr.J.Jhirad's promotion (dated 1-5-1922)	..	-2
Do. for abolition of North Bank Dispensary, Krishnarajasagara	..	-1
Balance remaining:	18	161
New Dispensaries since started as follows:-		
1919 Halkur, Sarjapur ..		2
1920 Bettadapura, Sukravarasantho, Havalli,		3
1921 Nonavinakere, Devarayasamudra, Rayarkoppal, Vadigenhalli ..		4
1922 Bedguli, Arakere		2
1923 Bellur, Sravanabelagola, Hiresave, Agumbe		4
1924 Hura, Baramasagara ..		2
Total ..	18	178

STATEMENT II

showing the cost of the present and proposed scale of pay.

Proposed scale:-	8 seniors on Rs.150 ..	Rs.	1,200.
	12 do. 140 ..		1,680.
	176 on ~~Rs~~ 50-5-130 (average 90)		15,740
	Total ..		18,720.
Present scale:-	6 on Rs.97 ..		582
	12 on Rs.87 ..		1,044
	178 on 50-10/5-72-5-77 (average 63½)		11,176
	Total ..		12,802.

Extra cost involved by the proposed revision ~~per mensem~~: ~~Rs. 5,918~~ Rs. 5,918 per mensem, or Rs.71,016 per annum.

(Sd) B. Mahomed Usmon,

Bangalore,
24th April, 1925.

Senior Surgeon.

"C O P Y"

S. Shivalingaiah

For Senior Surgeon.

As directed by the Second Member of Council I consulted the Senior Surgeon in this matter. He is of opinion that in view of the importance of giving some immediate increment to the Sub Asst. Surgeons, while at the same time keeping down the expenditure as far as possible the following scale might be sanctioned:--

178 Sub Assistant Surgeons on Rs.50-5-100

18 Sub Assistant Surgeons on Rs.100-5-125.

The effect of this is that during the next year the total increase on Sub Asst. Surgeons will amount to about Rs.12,500 to 15,000 and the year after to about Rs.22,500 to 25,000/-

These proposals are very moderate and may be favourably considered. The Senior Surgeon also thinks it necessary to make provision for about six places of Sub Assistant Surgeons on Rs.150 per mensem. (He is not very particular that these places should be immediately filled up as part of the re-organisation scheme but they may be filled up later on as funds become available.)

* for these 6 places Provision may be made in the Re-organisation Scheme to be filled up Later on as the Men in the 100 & 125 grade Qualify for promotion. This will be an incentive to them to work

13/8

To be carefully preserved

for the M

22/3

32977

MYSORE MEDICAL DEPARTMENT.

2 3492
9-4

No. G.C. 246.

Enc...

Office of the Senior Surgeon
in Mysore,

Bangalore, dated the 30 Jan: 1926.

Med 101-25-2

From

B. MAHOMED USMON, ESQ., L.M. & S.,
Senior Surgeon with the Government of
His Highness the Maharaja of Mysore, BANGALORE.

R. RANGA RAO, ESQ, B.A., B.L.,
Secretary to the Government of Mysore,
Representative Assembly & Legislative Council,
Bangalore.

Sir,

In continuation of my letter No. G.C.245 of this date regarding the revision of the pay of Sub Assistant Surgeons I beg to resubmit the question of the revision of the scale of pay and prospects of those members of the Department who enter it after undergoing a more laborious and stiffer course of studies and obtaining University Degrees.

When the scale of pay of Sub Assistant Surgeons is raised to Rs 150/- that of Assistant Surgeons cannot, with any consistency, be made to begin at a lower figure, particularly as the reservation of two places in the grade of Assistant Surgeons for members of the Sub Assistant Surgeons' class would be incongruous.

The lack of chances of promotion from the 2nd to the first grade and on to the Surgeon's grade in the case of the junior Assistant Surgeons and Medical Graduates for the next several years constitutes a source of grave discontentment to these officers and makes the need for a revision of pay in their case also equally pressing, on the lines suggested in my letter No. G.C. 323 dated the 24th April 1925.

I request that this question may also be favourably

considered and permission accorded to inclue a lumpsum provision of Rs 50,000/- to meet the extra cost in this case.

I have the honor to be,

Sir,

Your most obedient servant,

J Wilson

A.R.M.

SENIOR SURGEON, M.G.

CONFIDENTIAL.

Office of the Senior Surgeon in Mysore,
Bangalore, dated 24th April 1925.

No. G.C.323.

Enc.

From

The Senior Surgeon with the Government
of His Highness the Maharaja of Mysore,
Local & Legislative Departments, Bangalore.

With reference to your No. L.5383 Med. 79-24-3, dated the 24th January 1925, I have the honour to submit my opinion on the various points raised in the resolution of the Medical Association, together with what I consider an equitable scheme for the re-organisation of the Medical Department in the State.

The high cost of living, the limited opportunities for capable men to rise to positions of dignity, and importance in the service of the State, the inadequate pay with no lucrative private practice, which has been adversely affected by the rise of private practitioners in the Capital Cities, and the encouragement given to the indigenous system of medicine by the public and Government, have contributed to the present discontent in the Medical Service. The recent improvements in the pay and prospects of medical men in Madras and elsewhere and of officers in other departments in the State itself have intensified the feeling and it will gradually read on the efficiency of the service. If this state of things were to continue the time would not be far distant when the Service would cease to attract capable men. At present, the men in our service in point of integrity, academical qualifications and professional attainments can challenge comparison with their compeers elsewhere. I think a revision of the pay and prospects of promotion in the Medical Service of the State is urgently called for and requires serious consideration of the Government.

In any scheme of re-organization, certain broad principles have to be considered. It is only the fortunate few that can ever

ever hope to reach the highest grades in the service as the number of appointments in it must necessarily be limited. Consequently it should be made possible for almost every officer to reach a middle grade and to reap the full benefit of it and retire on a decent pension. It is no advantage to have a time scale in the highest grades, if an officer can never hope to reach it till he is nearing the age of super-annuation. The benefits intended to be conferred should not be made illusory. Too rapid promotions in the earlier stages will lead to subsequent stagnation and consequent discontent. The flow of promotion should be regulated so as to avoid this. The cadre should be made to approximate as far as possible with corresponding cadres in other departments, as it would facilitate the distribution of rank and privileges.

An examination of the Civil List of some years will show that the average age at which a medical graduate enters service is about 28. He has 27 years of service as against the civil service men who have, on the average, 32 years of service.

To derive the full benefit according to pension rules, an officer should stop in the highest grade for at least three years. To pass from one grade to another an officer has to halt on an average about two years at least in each grade before a vacancy arises (either by unexpected death or retirement). It necessarily follows therefore that the cadre should be so adjusted as to enable an officer to reach the highest grade below the Senior Surgeoncy in, at the very least, 24 years.

Judged by these standards it will be seen that according to the existing scale, an officer can never hope to reach the highest grade of Surgeon as it would take 34 years calculating on the basis of a two year halt in each grade. It is an impossible scheme as a medical man has only 27 years of service on the average. If some men at present have been enabled to rise to higher grades, it is due to the advantage of a high initial pay and force of circumstances which will not ordinarily happen. The pay in the existing scale is grossly inadequate under the present circumstances and the cadre is marred by too many grades without any corres-

corresponding advantage. It has failed to give satisfaction, on the whole.

The scheme proposed by the Medical Association is not deservedly liberal to the Assistant Surgeon. The maximum pay of Rs.360 after a service of 14 years is inadequate comparing with what officers of the same grade in the judicial or Revenue Department get after the same period of service. It will be insufficient under existing circumstances to maintain one's dignity and status. The benefits intended to be conferred on Surgeons will in practice be found to be unattainable. Basing the calculation on a halt of two years after reaching the maximum pay of each grade, an officer just reaches Rs.800 before superannuation and the average emoluments would be low. If the number of men in the first grade of Surgeons is made large then there would be too many men occupying that grade. If the number is small the chances of rising to it would be few. It leads to extremes both ways. It is neither possible nor desirable to make too many appointments in the higher grades. If the pay proposed for the Assistant Surgeon be considered inadequate, any change in it would necessitate the recasting of the grades of Surgeons. Having carefully considered all the advantages and disadvantages of the present scales and the scheme proposed by the Medical Association I have formed the opinion that both are unsuitable to the present conditions. I submit below for favourable consideration a scheme which I consider is free from the various objections considered above.

	No.	Pay.
Senior Surgeon ..	1.	Rs. 1,400.
Surgeon:-		
First class - 800-50-1000,	1	800-50-1000
Second " 700-50/2-800	4	700-50/2-800
Senior Assistant Surgeons (or Third Grade Surgeons)	15	500-25-600
Assistant Surgeons ..	25	150-20-450
Medical Probationers ..	10	100.

It will be noticed that the present nomenclature of "Medical Graduate"

"Medical Graduate" has been changed to Medical Probationers and that the position of Assistant Surgeons and Surgeons is made to correspond as nearly as may be, with that of co-ordinate officers of the Revenue Department, viz., Assistant Commissioners and Deputy Commissioners. An Assistant Surgeon of 19 years' service in the two grades with two halts of about two years each in each grade is thus enabled to reach the second grade of Surgeons with four years' service still before him to reap the full benefits of pension.

The five Surgeons are meant for charges of special importance like the three premier institutions, the Lunatic Asylum &c., requiring administrative capacity and professional skill of the highest standard.

The District and other charges, now held by Surgeons could be held by Senior Assistant Surgeons under the proposed scheme. This will obviate the necessity for Assistant Surgeons being placed in charges meant for Surgeons as at present and for the grant of acting allowances to the former.

The method of recruitment should be the same as at present and I agree with the opinion of the Medical Association that it is undesirable to introduce new men into the intermediate stages of the cadre so as to block the promotions of men already in service and disappoint their legitimate expectations not to say much about supersession. When our own officers are sent out to specialize in particular branches of the profession, or obtain higher degrees and when study leave is granted as per Government Order No. 635-83/C.B.59-24-1, dated 10th September 1924, the necessity for employing outsiders on high pay would diminish. In the meantime, if it should become absolutely necessary to employ specialists it must be done by giving the usual pay of the grade and a fair allowance as is done in the Indian Medical Service and R.A.M.C.

Travelling

Travelling allowance to Medical men should be on the same scale as that of officers of the Revenue Department, according to the Service Regulations. Palace honours to Surgeons, Assistant Surgeons and Sub Assistant Surgeons should be according to the privileges enjoyed by the Deputy Commissioners, Assistant Commissioners and Amildars.

In conclusion, I beg that the proposed scheme will receive early consideration at the hands of Government.

I have the honour to be,

Sir,

Your most obedient servant,

(Sd) B. Mahomed Usmon,

Senior Surgeon.

"C o p y "

S. Shivalao

For Senior Surgeon.

Memo of Costs Proposed.

1. Senior Surgeon	Rs. 1,400	
2. Surgeons:		
One on Rs. 800-50-1000 average ..		943 1/3
Four on Rs.700-50/2-800 average 773 1/3 x 4		3,093 1/3
3. 15 Senior Assistant Surgeons (or Third Grade Surgeons) on 500-25-600: average 573 1/3 x 15		8,600
4. 25 Assistant Surgeons on 150-20-450: average: 316 2/3 x 25		7,916 2/3
5. 10 Medical Probationers on Rs.100 ..		1,000
Total:		22,953 1/3

Memo of Costs at Present.

1. Senior Surgeon		1,400
2. Surgeons:-		
1st class (1) 800-50-900 average: 893 1/3 x 1		893 1/3
2nd " (2) 700-50-800 " 793 1/3 x 2		1,586 2/3
3rd " (3) 550-25-700 " 651 2/3 x 3		1,955
4th " (2) 500 " 500 x 2		1,000
5th " (2) 450 " 450 x 2		900
6th " (4) 400 " 400 x 4		1,600
3. Assistant Surgeons:-		
1st grade (12) 200-20-360 average: 301 1/3 x 12		3,616
2nd " (20) 120-10-200 " 170 2/3 x 20		3,413 1/3
4. Medical Graduates (9) 87-5-100 average: 98 x 9		882
Total:		17,246 1/3

Difference: 5,707 per mensem.

Re 3900

To 222
20.2.1926

Sir

The enclosed petition was presented by Messrs Varadarajan, S.V. Prasad etc on behalf of the asstt surgeons. The Dewan discussed all the requests made by them and replied as follows.

1) That a general scheme of reorganisation cannot be considered now on account of financial difficulties.

2). That their apprehensions regarding the stagnation on Rs 200/- were imaginary as there was not a single case of such a grievance till now. Nor are such apprehensions in the future justifiable as the department was bound to grow.

3) That the Question of making the two grades 120-10-200 and 200-20-360, continuing with an efficiency bar ~~in the~~ at 200 will be considered

4) and that when funds permit, the Question of raising the minimum pay from 120 to 150 will also be considered.

Yours
20/2/26.

Copy sent to Govt
for orders
Reference on 1st
Yours
(illegible)
20/2

MW

MEMORANDUM SHOWING THE EXISTING CONDITIONS IN THE MEDICAL SERVICE OUTSIDE MYSORE.

****

Recruitment is always on the minimum pay of the grade of Assistant Surgeons, for the Civil Medical Branch.

1. Even in the I.M.S.Cadre an Officer is started on the minimum pay.

2. Whether the recruit is a graduate of an Indian or a foreign university has no bearing on the selection which is entirely based on the results of a competitive examination.

3. An Assistant Surgeon started on Rs.200 rises in the time scale of pay viz:--200-15-350-20-450.

4. An Assistant Surgeon will have at least an allowance of Rs.30 whether he is attached to a District Hospital or in charge of a L.F. or Municipal Dispensary.

5. If he is an assistant to a D.M.O. he gets Rs.50 and if officiating as D.M.O. he gets acting allowance on the pay of the permanent D.M.O. which varies from Rs.100 to 300. If in charge of District Jail he gets an extra allowance varying from Rs.50 to Rs.100.

6. Special qualification possessed by an individual will not entitle him to special higher starting pay or jump over his seniors in the service. If such a person is given a special charge he gets extra emoluments in the shape of allowances.

DISADVANTAGES IN THE MYSORE MEDICAL SERVICE.

1. A Graduate of an Indian University is started on Rs.80-5-100 on probation for one year.

2. He has to wait for vacancies in the Assistant's on Rs.120-10-200.

3. He has again to wait for a vacancy to get into the first grade of Assistant Surgeons on Rs.200-20-360.

4. He gets no allowances except when he is posted to certain specified charges carrying allowances. These are five Malnad Dispensaries, one semi-malnad dispensary, the R.M.Os of three Hospitals, the Head Quarter Establishment, Krishnarajasagara

Bhadravathi, Sivasamudram, the Mysore Sanatorium i.e., in 14 place against 31 sanctioned number of appointments. Except in Bangalore and Mysore no allowance is attached to any other District Jail.

5. Placed in charge of a District he has to maintain his status as a District Officer ~~whith~~ with nothing beyond his grade pay of an Assistant Surgeon.

6. His waiting for vacancies for promotion in the higher grades is rendered futile by the recruitment of foreign qualified men direct to vacancies in such higher grade.

7. According to the civil list as it stands at present there will not be more than one vacancy a year on the average for the next five years. One who enters the service to-day as a Medical Graduate has 8 medical graduates and 20 second grade assistant surgeons above him waiting for promotions and cannot expect to get into the first grade of Rs.200 before he is due to retire.

S U G G E S T I O N S.

i That the grade of Medical Graduates in the Department is a misnomer as they are already sent as such by duly constituted Universities and that this grade may be abolishe

ii. That instead of having two grades of Assistant Surgeons and six classes of Surgeons there be one grade of Assistant Surgeons on a progressive scale of pay of Rs.200-25-450 and two grades of Surgeons - viz., one on Rs.400-30-550 and the other on Rs.600-50-1000 in the proportion of 8 to 6.

iii. That new entrants into the Medical Service be, as a rule, started on the minimum of sanctioned scale of Assistant Surgeons, special merit and other special considerations, if any being recognised by the grant of suitable allowances.

iv. That in bringing the new scale of pay into force the pay of each Surgeons be made to fit in with one of the stages thereof by slightly advancing his pay, if necessary, and

and that of each Assistant Surgeon be fixed at what he would draw on the date of revised order if he had been started on the revised minimum pay on the date of his entry into service.

v. That whenever an Assistant Surgeon is posted to a charge reserved for a Surgeon, he may be granted an allowance on the minimum pay of the higher grade in accordance with the Mysore Service Regulations.

vi. That whenever a Medical Officer is made to hold charge of a Jail or Lock-up he may be given a suitable allowance.

vii. That the rates of travelling allowance as now allowed to Assistant Surgeons drawing less than Rs.250/- being too inadequate to enable them to maintain their status with Officers of co-ordinate rank in their Departments such as Assistant Commissioners and Assistant Engineers, they may be given uniform rates of mileage and daily allowance according to old rules.

viii. That Medical Officers in charge of important institutions and District Medical Officers be given powers of patronage and discipline to the limit to which are exercised by similar officers in other Departments of Government.

ix. That the grade of "Passed Medical Pupil" or "Passed Sub Assistant Surgeons" be abolished and L.M.P.'s started as Sub Assistant Surgeons from the date of their entry into service.

x. That as the scale of pay of Sub Assistant Surgeons has been raised all over India, the local scale be also improved by raising it to Rs.75-10-175 with a selection grade of ten percent of the number on Rs.200/-.

xi. That four places among Assistant Surgeons be reserved for the Sub Assistant Surgeons of approved merit.

xii. That appointments, promotions and transfers of Sub Assistant Surgeons be notified in the local Officer Gazette.

1. Assistant Conservators - Rs.250-25-450

2. Munsiffs Rs.200-25-450

3. Assistant Engineers 200-250-25-450

Vice-President.

ii. Dr. S. Subba Rao, B.A., M.B.C.M. M.R.C.S., &c.
Medical Officer, Victoria Hospital, Bangalore.

Secretary & Treasurer.

iii. Dr. S. Varada Iyengar, L.M. & S.,
District Medical Officer, Bangalore Dist.

Members of the Committee.

i. Dr. B.K. Narayana Rao, B.A., M.B.C.M, D.O. &c.
Superintendent, Minto Ophthalmic Hospital,
Bangalore.

ii. Dr. C. Narayana Rao, L.M. & S.
Resident Medical Officer, Victoria Hospital,
Bangalore.

iii. Dr. P. Parthasarthi Chetty, L.M.& S., B.S.Sc.,
D.P.H., D.T.M.

iv. Dr. S. Narayana Prasad, L.M. & S.,
Medical Officer, Head Quarters Establishment,
Bangalore.

v. Dr. A.M. Ponnambalam, B.A., L.M. & S.
Minto Ophthalmic Hospital, Bangalore.

vi. Mr. D. Gopala Krishna Rao,
Medical Practitioner and Local Secretary,
All India Sub Assistant Surgeons'
Association, Bangalore.

4. The recommendation of the Sub Committee regarding the several questions contained in the Memorandum - presented by Dr. P.R. Subba Rao and Mr. Gopala Krishna Rao in connection with the re-organisation of the Mysore Medical Service was carefully considered and it was - resolved that the following resolutions be respectfully submitted to the benign Government for their sympethetic consideration, and favourable orders.

5. R E S O L U T I O N.

i that the grade of Medical Graduates in the Department is a misnomer as they are already sent as such by duly constituted Universities and that this grade may be abolished.

ii. that instead of having two grades of Assistant Surgeons and six classes of Surgeons there be one grade of Assistant Surgeons on a - progressive scale of pay of Rs.150-15-360 and

two grades of Surgeons - viz., one on Rs.400-30-550 and the other on Rs.600-50-1000 in the proportion of 8 to 6.

iii. that new entrants into the Medical Service be, as a rule, started on the minimum of sanctioned scale of Assistant Surgeons, special merit and other special considerations, if any being recognised by the grant of suitable allowances.

iv. that in bringing the new scale of pay into force the pay of each Surgeons be made to fit in with one of the stages thereof by slightly advancing his pay, if necessary, and that of each Assistant Surgeon be fixed at what he would draw on the date of revised order if he had been started on the revised minimum pay on the date of his entry into service.

v. that whenever an Assistant Surgeon is posted to a charge reserved for a Surgeon, he may be granted an allowance on the minimum pay of the higher grade in accordance with the Mysore Service Regulations.

vi. that whenever a Medical Officer is made to hold charge of a Jail or Lock-up he may be given a suitable allowance.

vii. that the rates of travelling allowance as now allowed to Assistant.Surgeons drawing less than Rs.250/- being too inadequate to enable them to maintain their status with Officers of co-ordinate rank in their Departments such as Assistant Commissioners and Assistant Engineers, they may be given uniform rates of mileage and daily allowance according to old rules

vii.(a) that the status of both Assistant Surgeons and

Fm 3714

G.P. No. 152 12.2.26

SUB ASSISTANT SURGEONS IN MYSORE

THEIR PAY & PROSPECTS. Med 101-25-3

POINTS FOR GOVERNMENTS' KIND & SYMPATHETIC CONSIDERATION.

The following are the points for urgent consideration:-

(1). A fresh reorganisation of the Mysore Subordinate Medical Service is immediately necessary to better the pay and prospects of Sub Assistant Surgeons, with a view to afford them a decent living befitting their status.

(2). The pay and prospects of Sub Assistant Surgeons be kindly brought into line with those of their compeers in Madras and Bombay Presidencies and other Indian States.

(3). The initial pay and promotions while in service be fixed some what on the following basis:-

(a). Sub Assistant Surgeons should be treated as a class of Medical Officers by themselves and their initial and maximum salaries fixed for them independantly of any other class of Medical officers.

(b). The initial salary to be raised from Rs.50/- at least to 60/- as in Bombay as against 75/- in Madras.

(c). The annual increment should be at Rs.5/- allowing of the reaching of maximum of Rs.160/- in 20 years.

(d). Selection grades carrying salaries of Rs.180/- and 200/- a month, should be fixed and their number to be 15 per cent of the total strength of Sub Assistant Surgeons in service.

(e). The prospects to be so improved that, a Sub Assistant Surgeon when he retires at the end of his 30 years of service, gets a reasonable living wage at least Rs.80/-, the present pension of Rs.36/- per mensum (or a rupee per diam or a little over) being manifestly inadequate to meet the needs of the full size family of a pensioner.

(4). There being practically no income derived from private practice to supplement the megre pay and the requirements of

P. T. O.

modern life being what they are, the case for a reorganisation of pay and prospects is insistent and calls for immediate sympathetic solution.

(5). The four places of Honarary Assistants Surgeons which existed for this class before the last reorganisation which has been reduced now to two should be restored on improved basis and the same should be allowed to deserving men in this branch of service, early enough, to enable them to earn enhanced pension, as a reward for their meritorious and honest service

(6). The case for reorganisation of the Sub Assistant Surgeons having been admitted unanimously at the Legislative Council Meeting of December 1924 and the reorganisation having been delayed only by the financial conditions prevailing then, it is humbly requested that the matter be now taken and put through. The following extract from the Dewan Sahib's declarations on this question, will show the fitness of the cause:-

"I shall also consider as soon as funds permit the question of the reorganisation of the Medical service(Sub Assistant Surgeons) which is doing such yeoman service in the rural parts of the State".

APP. F. VI. Gl.]

SUBJECT.....

Immediate

Section Medical

File No. 101-25

Diary No. of letter replied to 3800

Seria No. 4

No. 97827

To The Secretary

in Mysore, Bangalore

General and Revenue Secretariat

(G.A.)

the 192

Date of issue 27/3/26

Signed by Mr. M.V.J.

Sir,

With reference to your letters G.A.S. ~~dated the~~ and G.A. No dated the 30th January 1926 in the matter of the revision of the Scales of pay of Sub Asst Surgeons and Asst Surgeons and Surgeons

List of enclosures.....

Copied by.....

Examined by.....

over

I am directed to request
Your Lordship to move the Board as
to submit for consideration
(for Council's action)
Statements in the matter
three of the Comptroller,
~~Accountant~~ on the
following Members:—
Sub Asst Surgeons.
6 Stores on 125-5-150 ✓
(To be filled up out
of the three on the 100's.
25 Years qualify for this
promotion.)
2) 18 S. A Sr. on 100-5-125 ✓
178 to 5-100. ✓
Asst Surgeons
150 - 10 - 200 - 20 = 360. ✓

Surgeons
No change.
The matter may be treated
as urgent
I have &c

Secy to Govt
Medl & Sanl Dept
Memo No 7828 dt 27.3.26
Copy of the above is forwarded with
Compliments to the Comptroller to Govt
for information
Bombay

Memo No.1991/Books dated 23rd April 1926

Forwarded with compliments duly verified.

2. The Proposition involves an extra cost of ₹ 4,183 5/9 per mensem or ₹ 50,202 2/3 per annum to the permanent recurring expenditure of the State.

For Comptroller.

The Secretary to Government,
Medical & Agricultural Departments,
Bangalore.

CV

No. G.C.245-2 Office of the Senior Surgeon in Mysore,
Enc. 2 Bangalore, dated 15th April 1926.

From

Dr. B. Mahomed Usmon L.M.S.,
Senior Surgeon with the Government of
His Highness the Maharaja of Mysore,
Bangalore.

To

The Secretary to Government
Medical & Agricultural Departments,
Bangalore.

Through
The Comptroller of Mysore.
Bangalore.

Sir,

With reference to your letter No. G.7827/Med.101-254, dated 27th March 1926, calling for revised proposition statements on the lines suggested, for the revision of the scale of Sub Assistant Surgeons and Assistant Surgeons, I have the honour to submit a proposition statement for the revision of pay of Sub Assistant Surgeons and to state as follows.

The total number of sub Assistant Surgeons to be provided for in the permanent strength is shown in your letter as 202. the actural number, however, works out as follows.

Number sanctioned in the Reorganisation order No.678-80/Med.69-16-4 dated 13-7-1918		190
Deduct number taken into Ladies' cadre by G.O. of 27-7-1920 ..	5	
Sub Assistant Surgeon Head Quarter Establishment, retrenched	1	
Two hands retrenched for increasing Dr. Jhirad's pay	2	
		8
Remaining		182

Add a hand each on account of the new charges created from 1-7-1918 to 1-4-1926, as detailed below:-

(1) Halkur; (2) Sarjapur; (3) Mayalli;
(4) Bettadapura; (5) Megge; (6) Vadigennalli
(7) Sukravarasanthe; (8) Hiresave;
(9) Devarayasamudra; (10) Honavinkere;
(11) Bedaguli; (12) Arakere;
(13) Sravanabelagola; (14) Bellur
(15) Agumbe; (16) Bharmasagara; (17) Hura
(18) Bukkambudi; (19) Devangi
(20) Basrikatte; (21) Honnavalli; (22) Gomibid
(23) Sulegodu; (24) Chandragutti; (25) Tagarti;
(26) Aralgode; (27) Kenchannanhosakote;
(28) Belagode; (29) Akkihebbalu;

(30) Kagalwadi, (31) Tarikere Railway
(32) Charge of Lancers' Hospital 32

The total number required for the permanent strength of Sub Assistant Surgeons is thus 214.

Hence in the propostion Statement herewith submitted after keeping 6 places on Rs125-150 and 18 on Rs100-5-125, the number of ordinary Sub Assistant Surgeons on Rs50-5-100 has been fixed at 190 instead of at 178.

The revision results in an extra recurring expenditure of Rs4,183/- per mensem or Rs50,196/- per annum.

There shall be two promotion examinations, one before promotion to pay Rs75/- falls due and another for promotion to the higher grade on Rs100-5-125. As regards hands already in service, those who have passed one or two Grade examinations in accordance with the existing rules, will be given the benefit of those examinations for promotion according to the revised scale.

It is not necessary to have another qualifying examination for promotion to the class on Rs125-5-150, which may be made to depend on proved merit and capacity, the selection being restricted to those who have reached the maximum pay of Rs125/- in the lower class on Rs100-5-125.

I may add that although the class on Rs125-5-150 is now sanctioned, I do not propose to fill up any of the six places at once, or until the hands who shall find a place in the class on Rs100-5-125 in the reallocation, shall have reached the pay of Rs125 and shall have drawn that pay for at least a year.

Early sanction may kindly be accorded to the revision.

I have the honour to be,

Sir,

Your most obedient servant,

Wilmot

SENIOR SURGEON.

Finance and Accounts Form 11

Finl. 200]

(*Vide* Art. 57, C. A. C., Vol. I, and Rule 23, Part I, Chapter II of the

STATEMENT OF PROPOSITION FOR

Name of Office to which the Proposition

Government orders sanctioning present Establishment		Nature of Charge									
		Present Scale					Proposed Scale				
				Pay					Pay		
No.	Date	No.	Designation	Minimum	Rate of Increase	Maximum	Average Cost	No.	Designation	Minimum	Rate of Increase	Maximum
			SUB ASSISTANT SURGEONS					6	Sub Assistant Surgeon	125 (average	5	150 141
		6	Sub Assistant Surgeons	97		97 each	582	18	-do-	100 (average	5	125 116
		12	-do-	87		87 each	1044					
		196	-do-	50 (average		77 67 1/2)	12446	190	-do-	60 (average	5	100 80
		214					14072					

G.O. No. G.S. 679-80/2nd 69-16-4 & 13-7-18

Present Scale verified and found correct

Deputy Comptroller.

2014/26

Note.—To be prepared in duplicate and forwarded through the Comptroller in Mysore and s

dated with G. O. No. Fl. 1150-1192, dated 7-2-1903)

OF ESTABLISHMENT

.....

WD 718--GPB—5,000—8-10-21

Proposition						Grounds of Proposition	Comptroller's Report	Orders of Government		
	rmanent	Temporary						Department concerned	Financial Department	
se	Decrease per month	Increase per month		Decrease per month				Remarks	Remarks	Orders
	Amount	Period	Amount	Period	Amount					

Additonal sum required is Rs 4,183 5/9 per mensem or
50,202 3/3
Rs 50,196 per annum.

SENIOR SURGEON.

owed by a reappropriation statement if the proposal involves additional expenditure.

Finance and Accounts Form 1T

(*Vide* Art. 57, C. A. C., Vol. I, and Rule 23, Part I, Chapter II of the Fi

Finl. 200]

STATEMENT OF PROPOSITION FOR

Name of Office to which the Propositio

Government orders sanctioning present Establishment		Nature of Charge									
		Present Scale					Proposed Scale				
				Pay					Pay		
No.	Date	No.	Designation	Minimum	Rate of Increase	Maximum	Average Cost	No.	Designation	Minimum	Rate of Increase	Maximum	Average Cost
			SUB ASSISTANT SURGEONS						SUB ASSISTANT SURGEON				
		6	Sub Assistant Surgeons	97		97 each	582	6	Sub Assistant Surgeon	125	5	150 (average 141 2/3)	
		12	-do-	87		87 each	1044	18	-do-	100	5	125 (average 116 2/3)	2166
		196	-do-	50		77 (average 63 1/3)	12446	190	-do-	50	5	100 (average 80 1/3)	15333
							14072						182

G. O. No. 2679-80/Rev. 2-69-16-4 dt. 13-7-18

Present Scale verified and found correct

Y. Lingappa

Deputy Comptroller

Note.—To be prepared in duplicate and forwarded through the Comptroller in Mysore and should be

4/20/4/26

20-11-26

ɔcial Rules circulated with G. O. No. Fl. 1150—1192, dated 7-2-1903)

EVISION OF ESTABLISHMENT

elates.....

Proposition							Orders of Government			
Permanent		Temporary					Depart-ment concerned	Financial Department		
Increase per month	Decrease per month	Increase per month		Decrease per month		Grounds of Proposition	Comptroller's Report			
Amount	Amount	Period	Amount	Period	Amount			Remarks	Remarks	Orders

WD 718—GPB—5,000—8.10.21.

1350

474

2859

1837

Additonal sum required is Rs 4,183/ per mensem or
50,2012
Rs 50,196 per annum.

SENIOR SURGEON

by a reappropriation statement if the proposal involves additional expenditu

44693

Fin 5268

Med 101-25-6

U.O.No.2009 Books dated 27th April 1926. 1 letter 2 Stts

Forwarded with compliments duly verified.

Including one supernumerary Assistant Surgeon (1st Grade) the extra cost involved by the proposition will be R.1,473 1/3 per mensem or R.17,680 per annum. In case the maximum pay of the grade proposed for Assistant Surgeons is raised to R.400/- the extra cost will be R.2,140 4/9 per mensem or R.25,685 3/9 per annum.

C. Srinivasa Iyengar
For Comptroller.
2/13

The Secretary to Government,
Medical and Agriculture Departments,
Bangalore.

MSR

2133 — 8 1926
8148

No. 4.C.246-1 Office of the Senior Surgeon in Mysore,

Enc. 2 Bangalore. dated 15th April 1926.

22489

From

Dr. B. Mahomed Usmon L.M.S.,

Senior Surgeon with ~~the~~ Government of

His Highness the Maharaja of Mysore,

Bangalore.

To

The Secretary to Government,

Medical & Agricultural Departments,

Bangalore.

THROUGH THE COMPTROLLER TO THE GOVT. OF MYSORE, BANGALORE.

Sir,

In continuation of my letter No. 4.C.245-2 dated 15th April 26 and in accordance with the instructions contained in your letter No. G.7827/Med.101-25-4, dated 27th March 1926, I have the honour to submit a proposition statement for the revision of pay of Assistant Surgeons and to offer the following explanation regarding the strength of existing officers as mentioned in the statement.

The number of 1st Grade Assistant Surgeons in the permanent strength, including the four officers in the Ladies' cadre and the supernumerary officer sanctioned in G. O. No. G.5254/Med.7-25-23 dated 21-1-26, and who has to be taken as adding to the cost of present number in that Grade, is taken at 17.

The number in the 2nd Grade is taken at 18 in the male cadre and 1 in the Ladies' cadre or 19 permanent, and two temporary in the men's cadre, or total of 21.

The revised cadre of Assistant Surgeons will consist of 38 men and 5 ladies on a pay of Rs 150-10-200-20-360, as suggested.

The revision results in an extra cost of Rs 1,604/- per mensem or Rs 19,248 per annum and may kindly be sanctioned at an early date.

P.T.O.

There shall be an efficiency bar on reaching pay Rs 200/- to earn the first increment of Rs 20/- thereafter.

I cannot help adding that in a very few years, say 5, nine officers will reach the maximum of Rs 360/- and in another 3 years the remaining 13 Assistant Surgeons now drawing Rs 200/- and above, will also reach Rs 360/- when there will be a complete stagnation, as vacancies in the Grade of Surgeons will become rare. I would therefore request Government to be so gracious as to fix the maximun pay of the Assistant Surgeon's grade at Rs 400/- so that it may stand good for ten years or more. The extra cost in this case will be Rs 2,271 per mensem or 27,252 per annum.

I request the favour of very early orders.

I have the honour to be,

Sir,

Your most obedient servant,

Thomson

SENIOR SURGEON.

Finance and Accounts Form 11

(*Vide* Art. 57, C. A. C., Vol. I, and Rule 23, Part I, C Financ

Finl. 200]

STATEMENT OF PROPOR RE

Name of Office to which tion r

Government orders sanctioning present Establishment		Nature of Charge									
		Present Scale						Proposed Scale			
				Pay						Pay	
No.	Date	No.	Designation	Minimum	Rate of Increase	Maximum	Average Cost	No.	Designation	Minimum	Rate of Increa
			ASSISTANT SURGEONS								ASSISTANT
G.O. No. G.679-30/Med.69-16-4 dated 13-7-16 G.O. No. G.5259-60/Med.79-24-8 dated 21-1-26		12 ~~13~~	plus Assistant Surgeon Grade (Lower cadre) plus 1 Supernumerary	200	20	360	5424 ~~5122 2/6~~ (Average 301 1/3)		38 Assistant Surgeons	150	10-200- (Average 271 1/3) 1
		18 ~~plus 4~~ plus 2 Temporary	-do- 2nd Grade	120	10	200	3413 1/3 ~~3504~~ (Average 170 2/3)				
							~~8835~~ 8706 2/3				

(A) As per sanctioned Scales

The present scale verified as correcte

1. Vinayaka Rao
3. 4. 96. Asst Comptroller

Note.—To be prepared in duplicate and forwarded through the Comptroller in Mysore a

Rules circulated with G. O. No. H. 1160-1192, dated 7-2-1903.

ISION OF ESTABLISHMENT

es.

WD 718—GPB—5,000—8-10-21

Proposition

Orders of Government

Permanent		Temporary			Department concerned	Financial Department
Increase per month	Decrease per month	Increase per month	Decrease per month	Grounds of Proposition	Comptroller's Report	
Amount	Amount	Period	Amount	Period	Amount	Remarks	Remarks	Orders.

In case the pay is raised to Rs 400/- an additional sum Rs ~~2,064~~ 2,140 ~~/9~~ 4/ per mensem or Rs ~~24,768~~ 25,680 per annum will be necessary.

1473-1-3

An additional sum of Rs ~~1,664~~ 1473 3/3 per mensem or Rs ~~19,968~~ 17,680 per annum will be necessary

SENIOR SURGEON.

ved by a reappropriation statement if the proposal involves additional expenditure

Finance and Accounts Form 11

Finl. 200

(*Vide* Art. 57, C. A. C., Vol. I, and Rule 23, Part I, Chapter II of the F

STATEMENT OF PROPOSITION FOR

Name of Office to which the Proposition

Government orders sanctioning present Establishment		Nature of Charge									
		Present Scale						Proposed Scale			
				Pay						Pay		
No	Date	No.	Designation	Minimum	Rate of Increase	Maximum	Average Cost	No.	Designation	Minimum	Rate of Increase	Maximum
			ASSISTANT SURGEONS.									
		13	plus Assistant Surgeons 1st Grade (Average 301 1/3)	200	20	360	5424 / ~~5122 2/3~~					
		5 (summer's cadre)										
		plus 1 Supernumerary										
								38	Assistant Surgeons (Average 271 1/3)	150	10	200-20-360
		18	-do- 2nd Grade (Average 170 2/3)	120	10	200	3434 / ~~3594~~					
		~~plus 1~~ plus 2										
							~~3537~~ / ~~3706~~					

(S) As per sanctioned scale.

This Establishment scale Verified as Correct.

M. Venkataramana Rao
23.4.46 Asst Comptroller

G.O. No. G. 679-80/Med. 69-16-4 dated 13-7-19

G.O. No. G. 5239-60/Med. 79-24-8 dated 21-1-26

Note.—To be prepared in duplicate and forwarded through the Comptroller in Mysore and sl

PP. F. VI. Gl.]

SUBJECT.....

.....

.....

Section Medical

File No. 101-25

Diary No. of letter replied to..5268

Serial No. 7

No. G/10045

General and Revenue Secretariat

(Gen)

the *192*

To The Senior Surgeon

on Myore, Bangalore

Date of issue 3/6/26

Signed by W. J. M.

Sir,

With reference to the correspondence ending with your letter No G 2464 dated the 15th April 1926 in the matter of the ~~revision~~ of the of improving the pay and prospects of Sub Asst Surgeons and Asst Surgeons

List of enclosures.....

Copied by [illegible]

2/6

Examined by.....

over

I am directed to
request you to be
so good as to intimate
very early the actual
cost to Govt next year
(1926-27) in case
~~Etc~~ other supplies
are sanctioned

I have etc

Sd/-

Dy to Govt
Under Secretary

NMK
28.5.26

26/
28/5/26

5252 Gm 6201

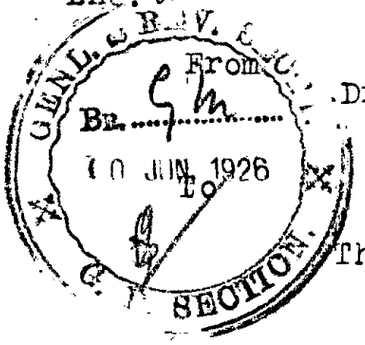
Office of the Senior Surgeon in Mysore,

Bangalore, dated, 9th June 1926.

No. G.C.246-3

Med 101-25-8

Enc. one statement containing 6 pages.



From Dr. B. Mahomed Usmon, L.M.S.,
Senior Surgeon in Mysore, Bangalore.

To The Secretary to the Government of
His Highness the Maharajaof Mysore,
Medical and Agricultural Departments,
Bangalore.

Sir

With reference to your letter No.G.10045-Med. 101-25-7, dated 3rd June 1926, requesting me to intimate the actual extra cost to Government next year in case my proposals for the revision of scale of pay of Assistant Surgeonsand Sub Assistant Surgeons are sanctioned, I have the honour to state as follows:

Assistant Surgeons.

Mr. B. Jayaram's increment under the present scale will fall due on 15th August 1926- But he will begin to draw from 1st July 1926, on account of the revision. Hence extra cost on his account will be Rs. 15 110

Provision for Mr. Sheik Abdulla is made at Rs.130/- But he and, on his retirement, his successer will have to be given pay at Rs.150/- Hence extra Rs. 220

Mr. Ramanujam Pillay will draw Rs.140 under the present scale. But he will be given Rs.150 in the new scale. Hence extra cost on this is Rs. 110 220

Mr. Sambasivan's case will not come for disposal during his absence in England next year.

The other officers in the Assistant Surgeons' Grades will merely continue to draw under the new scale, what they would have drawn under the old scale. Hence no extra cost will be involved in their cases. The total extra cost on account of Assistant Surgeons will therefore be Rs.345.

Sub Assistant Surgeons.

A statement showing the pay which each of the Sub Assistant Surgeons will have to be given in the new scale against what he would draw under the present scale, and the extra cost to be

to be incurred during the next year, is attached.

As I have already represented, the six appointments on Rs.125-5-150 will not be filled up for the present. The 18 places in the scale 100-5-125 will be given to the 18 Senior Sub Assistant Surgeons, 6 of whom now draw Rs.97 and 12 draw Rs.87 per mensem each.

In the case of the first five who already draw Rs.97 their present pay has been taken as Rs.100 and they have been given increments equal to the nearest number of years for which they have been drawing that pay. As for the others who now draw only Rs.87 in the present scale, a start on Rs.100 in the new Rs.100-5-125 scale is considered sufficient.

To those who at present draw a pay of Rs.77 this has been taken as 80 under the new scale, over which, each is proposed to be given as many increments as the number of years for which he has been drawing Rs.77/- Those who were promoted to Rs.77 subsequent to January 1926, will draw only Rs.80/- in the new scale.

Those who have been drawing Rs.72 at present for over five years, an increase of Rs.8/- is suggested to bring their pay to Rs.80/- a stage in the new scale, The others who have spent less than three years on Rs.72/- may be given Rs.75 in the new scale.

Similarly, those who have been drawing Rs.62/- for more than three years are proposed to be started on Rs.70 in the new scale and the rest on Rs.65. But Nos. 47 to 50 in the list, if they pass the promotion examination will be entitled to be promoted to Rs.72/- in the existing scale. Hence, in case they pass they will have to be given Rs.75 each. This will make a difference of Rs.220/- (i.e., addition) to the estimated extra cost.

In giving the benefit of the new scale to those who are now drawing Rs.50/- an increase of Rs.10 each is proposed for those who have put in more than 3 years and Rs.5 to each of those who have completed more than a year's service after confirmation. The rest

Statement showing the extra cost involved in revising the pay of Sub Assistant Surgeonswith effect from 1st July 1926.

No.	Name.	Entry in service.	Promotion to present Pay.	Present Pay.	Proposed Pay.	Extra cost in 1926-1927.	Remarks.
SUB ASST.SURGEONS 18 ON Rs.100-5-125).							
1.	Mr. R.Thirumal Rao	23-7-1894.	7-8-1923	97 ✓	115	54*✓	Retires on 29-9-26.Hence for 3 months
2.	Mr. A.Singaravelu	26-7- 95.	19-11- 23	97✓	115	198 ✓	3 increments for Yrs.2 & 7½ months.
3.	Mr. B.R.Srinivasaiengar	29-7-97.	3- 7- 24	97✓	110	143 ✓	2 increments [illegible] over Rs.100.
4.	" Mahomed Musa	1-5- 99	6-8-24	97 ✓	110	143✓	Do.
5.	" A.L.Manuel	Do.	25-8-24	97✓	110	143✓	Do.
6.	" L.P. Joseph	18-10-1907.	12-5-23	87(97)*	100	33✓	*Promotion to Rs.97 is due to him already.
7.	" B.Narayan Rao	[illegible]	8-6-23	87 ✓	100	143 ✓	
8.	" J.Sivaprakasam		16-6-23	87 ✓	100	143 ✓	
9.	" F.A.Jayaseelaraoy		1-7-23	87✓	100	143 ✓	
10.	" S.Ramaswami Iyer		7-7-23	87✓	100	143✓	
11.	" H.Gangadhara Rao		13-9-23	87✓	100	143✓	
12.	" T.S.Ambu Pillay		15-9-23	87 ✓	100	143✓	
13.	" B.A.Rajaratnam		19-11-23	87✓	100	143✓	
14.	" T.Sadasiva Mudr.		3-7-24	87✓	100	143✓	
15.	" Md.Sibgatulla		26-7- 24	87 ✓	100	143✓	
16.	" M.J.Thambusami		6-8-24	87 ✓	100	143 ✓	
17.	" C.Lakshmayya		26-8-24	87 ✓	100	143 ✓	
18.	V a c a n t.		...	87	100	143 ✓	To be filled up by promotion of one of the hands on Rs.77.Hence in calculating the extra cost 143 has been taken instead of 198 in one case.
SUB ASST. SURGEONS ON RS. [illegible] 50-5-100.							
1.	Mr. P.R.L.Naraynaier	(on long leave preparatory to retirement)					
2.	" M.Gregory		21-5-1922	77 ✓	95	198✓	77 taken as 80 and 3 increments.
3.	" P.Govindrajulu Naidu		22-7- 23	77✓	95	198✓	Do.
4.	" T.Sadasivam Pillai		13-11- 23	77✓	95	198 ✓	Do.
5.	" T.M.Jaganatham		19-12- 23	77✓	95	198✓	Do.
6.	" S.R.Patmanabhan		18-3- 24	77✓	90	143✓	
7.	" A.K.Munisami Mudr.		14-4- 24	77✓	90	143✓	
8.	" Paul Peter		1-4- 25	77✓	85	88✓	Those who have put in more than 1 year on Rs.77 are given one increment over 80 or Rs.85.
9.	" Khaja Mahomed		Do.	77✓	85	88✓	
10.	" Md. Zainulabidin		Do.	77✓	85	88✓	
11.	" C.Narasimhiah		Do.	77✓	85	88✓	
12.	" T.V.Kannappa Mudr.		25- 4- 25.	77✓	85	88✓	
13.	" Sulaiman Khan.		23- 9- 25	77 ✓	85	88 ✓	
					Total	3838 4036 ✓	

No.	Name.	Entry into service.	Promotion to present Pay.	Present Pay	Proposed Pay.	Extra cost in 26-27.	Remarks.
						Rs.	
	Brought Forward.	...		...	...	38 38	
14.	Mr.Abdul Khader Sawar		10- 3-26	77	80@@	33	@@ Those who were promoted to Rs.77 subsequent to 1-1-26 are given Rs.80,a stage in the new scale.
15.	Mr.B.Visweswarayya		29- 4-26	77	80	33	
16.	" T.R.Damodaram		30-12-25	77	85	88	
17.	" P.S.Chinnasami Pillai		1- 4-25	77	85	88	
18.	" A.Venkataramaniah		7- 3-19	72*	80	88	*Have put in 19 years service.Will get Rs.77 in April 1927 under present rules No. promotion for 7 years.
19.	" C.Venkata Rao		Do.	72*	80	88	
20.	" T.D'Souza		Do.	72*	80	88	
21.	" E.S.Wesley		Do.	72@	80	88	@ Has put in 18 years service Do.
22.	" M.R.Nagaratnam		Do.	72*	80	88	* Has had no promotion for 7 Yrs. or thereabout.
23.	" B.Vasudeva Rao		Do.	72*	80	88	
24.	" S.Lakshmana Rao		20-3- 19	72*	80	88	
25.	" S.V.Bhima Rao		12-6- 19	72*	80	88	
26.	" P.Basava Raju		20-7- 19	72*	80	88	
27.	" Md. Abdul Sattar		31-7- 19	72*	80	88	
28.	" T.G. Babu Rao		23-8- 19	72*	80	88	
29.	" B.S.Nagabhushanam		25-8- 19	72*	80	88	
30.	" V.Arjuna Mudaliar		Do.	72*	80	88	
31.	" T.Mascarenhas		21-12-19	72*	80	88	
32.	" M.O. Mahjir		6-10-23	72	75	33:	:Period of absence of promotion is less than 3 years.Increment of Rs.3 is proposed in these cases to bring their pay to a stage in the proposed scale. This increase and the assurance of further prospects are sufficient in these cases.
33.	" T.K.Thayamanavar		30-10-23	72	75	33:	
34.	" B.G.Krishnaswami		Do.	72	75	33:	
35.	" A.M.Doraiswami		Do.	72	75	33:	
36.	" M.Govindarajulu Naidu		19-D8.24	72	75	33:	
37.	" J.M. Babu Rao		20-2- 24	72	75	33:	
38.	" M.Puviah		30-4- 24	72	75	33:	
39.	" P.Guruswamayya		Do.	72	75	33:	
40.	" D.Appa Rao		Do.	72	75	33:	
41.	" U1.Bhat		Do.	72	75	33:	
42.	" H.Narayana @@@ Iyengar		9-10-24	72	75	33:	
43.	" N.Krishnaswami		11-10-24	72	75	33:	
44.	" M.C.Ramaswami		30-10-24	72	75	33:	
45.	" C.S.Narayna Setty		5- 9-25	72	75	33:	
46.	" S.T.Naranaiya		30-10-25	72	75	33:	
47.	" A.D.Balasubramanyam		10- 6-19	62[1]	70	88	[1] If he passes the promotion Exn. he will be entitled to promotion to Rs.72 under present rules and will be given Rs.75.otherwise only Rs.70 in new scale.
48.	" K.Rangaswamiengar		30- 4-22	62[1]	70	88	
49.	" K.N.Subbiah		Do.	62[1]	70	88	
50.	" C.S.Rangaswamiengar		Do.	62[1]	70	88	
					Total	615 9	

No.	Name.	Promotion to present Pay.	Present Pay.	Proposed Pay.	Extra cost in 1926-27.	Remarks.
	Brought Forward.	... ...	...	...	6357 6159	
51.	Mr. M. Krishna Iyengar	30-4-1922.	62	70	88	Those who have been drawing 62 for more than 3 years will be given 70 under the new scale and others, Rs.65 only.
52.	" Byatarangappa	Do.	62	70	88	
53.	" H.C.Subba Rao	Do.	62	70	88	
54.	" M.Viswanatha Iyer	Do.	62	70	88	
55.	" S.A,Ramaswami	5-8-22	62	70	88	
56.	" S.Ramachandra Rao	26-9-22	62	70	88	
57.	" M.S.Subramanyam	24-10-22	62	70	88	
58.	" S.Seshachar	25-10-22	62	70	88	
59.	" K.Shamanna	20-11-22	62	70	88	
60.	" M.C.Srinkanta Pandit	5-12-22	62	70	88	
61.	" T.N.Subramany Iyer	30-4-23	62	70	88	
62.	" M.Ganesha Rao	Do.	62	70	88	
63.	" A.Anantha Rao	1-7-23*	62	65	33	Period of present pay is 3 years and under.
64.	" K.Vasudeva Rao	Do.	62	65	33	
65.	" N.A.Bannur	Do.	62	65	33	
66.	" C.Krishnappa	24-7-23	62	65	33	
67.	" D.Ramachar	30-10-23	62	65	33	
68.	" K.B.Narayna Rao	Do.	62	65	33	
69.	" S.Narasimhaiya	4-1-24	62	65	33	
70.	" S.Narayna Rao	30-4-24	62	65	33	
71.	" T.Siddappa	1-6-24	62	65	33	
72.	" B.C. Balaji Rao	7-6-24	62	65	33	
73.	" H.Srinivasaiengar	Do.	62	65	33	
74.	" R.S.Joti	24-9-25	62	65	33	
75.	" M.V.Srinivasamurthi	30-10-24	62	65	33	
76.	" C.Parthasarathy	Do.	62	65	33	
77.	" C.W.Gould	12-1-25	62	65	33	
78.	" A.R.Dalvi	14-4-25	62	65	33	
79.	" A.Rangaswami Iengar (A. Ramanuja Iyengar)	26-4-25	62	65	33	
80.	" A.Dhanaraj	18-5-25	62	65	33	
81.	" G.S.Wesley	23-8-26	62	65	33	
82.	" A.Satchidanandam	30-10-25	62	65	33	
83.	" B.Lingappa	18-11-25	62	65	33	
84.	" R.J.Rajarathnam	11-12-25	62	65	33	
				Total ~~7941~~	8139	

No.	Name.	Promotion to present Pay.	Present Pay.	Proposed pay.	Extra cost in 1926-27.	Remarks.
	Brought Forward				~~8739~~ 7941	
85.	Mr. L.D.Rajaratnam	7- 3- 1919.	50*	60**	110	*If he passes promotion Exn he will be entitled to get 62 under the present scale and will have to be given Rs.65 from 1-7-26 or subsequent date of passing.
86.	" C.Vadiraja Rao	Do.	50*	60**	110	
87.	" B.Narayana Rao	Do.	50*	60**	110	
88.	" G.A.Rangaswamiengar	Do.	50*	60**	110	
89.	" T.K.Krishnaswami	12- 1-1920	50*	60**	110	
90.	" B.H.Cornilius	6- 4- 20	50*	60**	110	
91.	" V.S.Viswanathan	3- 5- 20	50*	60**	110	** Those who have put in more than 3 years are given two increments.
92.	" A.Subba Rao	14- 5- 20	50*	60**	110	
93.	" Madhavaramanachar	25- 6- 20	50*	60**	110	
94.	" M. Vijindra Rao	23-10- 20	50*	60**	110	
95.	" P.Abraham	18-12- 20	50*	60**	110	
96.	" T.B.Somanatha Rao	23- 1- 21	50*	~~60~~**	~~110~~	On long leave.
97.	" T.Doreswami Chetty	13- 2- 21	50*	60**	110	
98.	" M.R.Narayana Rao	28- 4- 1921	50*	60**	110	
99.	" M.Gopala Rao	Do.	50*	60**	110	
100.	" H.Narasimhaiya	Do.	50*	60**	110	
101.	" S.V.Rajan	29- 4- 1921	50*	60**	110	
102.	" T.M.Vedanayagam	Do.	50*	60**	110	
103.	" N.Govindaraj Mudr.	30- 4- 1921	50*	60**	110	
104.	" V.Premdoss	1- 5- 1921	50*	60**	110	
105.	" S.M.Nanjunda Naidu	1- 5 1921	50*	60**	110	
106.	" G.R.Narasimiengar	3- 5- 1921	50*	60**	110	
107.	" T.Subramanya Iyer	9- 5- 1921	50*	60**	110	
108.	" R.S.Iyengar	Do.	50*	60**	110	
109.	" J.W.Martin	do.	50*	60**	110	
110.	" M.Lakshman Rao	24- 5- 1921	50*	60**	110	
111.	" P.Narahari Rao	13- 6- 1921	50*	60**	110	
112.	" G.Raghavendra Rao	2- 7- 1921	50*	60**	110	
113.	" G.N.Kodanda Raman	8-10- 1921	50*	60**	110	
114.	" S.David	1-12-1921	50*	60**	110	
115.	" S.M.Powar	18-1- 1922	50*	60**	110	
116.	" G.S.Krishnaswami	3-5- 1922	50*	60**	110	
117.	" S.Srikantiah	4-5- 1922	50*	60**	110	
118.	" C.R.Raja Rao	Do.	50*	60**	110	
119.	" H.Gundappa	5-5- 1922	50*	60**	110	
120.	" C.Subbaramaiya	Do.	50*	60**	110	
21.	" W.K.Nanjunda Rao	7-5-1922.	50*	60**	110	
				Total ~~4901~~ 12099		

No.	Name.	Promotion to present Pay	Present Pay.	Proposed Pay.	Extra cost in 1926-1927.	Remarks.
	Brought Forward.		...	...	~~12099~~ 11901	
122.	Mr. B.K.Srirangachar	15-5-1922	50	60**	110	** Those who have put in more than 3 years on present pay or more than 2 years after confirmation on present pay will get 2 increments. Under 2years' service after confirmation, one increment and for less than a year's service after confirmation, no increment.
123.	" N. Sivapragasam	28-5-1922	50	60**	110	
124.	" H.R.Shama Rao	Do.	50	60**	110	
125.	" P.Krishnaswami	4-6-1922	50	60**	110	
126.	* B.S.Harihara Iyer	1-7-1922	50	60**	110	
127.	" R.K.Rajagopalan	Do.	50	60**	110	
128.	" H.Srinivasa Rao	12-7-1922	50	60**	110	
129.	" V.P.Gopalaswami	11-10- 22	50	60**	110	
130.	" P.S.Venkata Rao	23-10- 22	50	60**	110	
131.	* S.Bhima Rao.	17- 3- 23	50	60**	110	
132.	* B.R. Munirajappa	3- 5- 23	50	60**	110	
133.	" B.Narasimha Murthi	4- 5- 23	50	60**	110	
134.	" G.Srinivasa Rao	Do.	50	60**	110	
135.	" B.Sampath	5- 5- 23	50	60**	110	
136.	" N.Krishnaswami	6- 5- 23	50	60**	110	
137.	" B.S.P.Vittal	7- 5- 23	50	60**	110	
138.	" A.Rangaswami Naidu	Do.	50	60**	110	
139.	" M.C.Nanjappa	Do.	50	60**	110	
140.	" V.Seshachalam	Do.	50	60**	110	
141	" M.Ahmed Sheriff	Do.	50	60**	110	
142	* B.R.Ranganatha Rao	9- 5- 23	50	60**	110	
143.	" L.Chandra Setty	Do.	50	60**	110	
144.	" M.R.Srinivasa murthi	10- 5- 23	50	60**	110	
145.	" G.V.Madhavachar	Do.	50	60**	110	
146.	" G.Ranganathiengar	14- 5- 23	50	60**	110	
147.	" A.N.Srinivasa Rao.	19- 5- 23	50	60**	110	
148.	" B.Venkata Rao	7- 6- 23	50	60**	110	
149.	" H. Ranga Rao	10- 6- 23	50	60**	110	
		Date of Confirmation.				
150.	* C.Mallappa	16- 7- 24	50	55	55	
151.	" H.Bheemaiya	22- 7- 24	50	55	55	
152.	" T.Paramasivan	23- 7- 24	50	55	55	
153.	" M.S.Ramaswami	5- 8- 24	50	55	55	
154.	" Y.L.Narasimhasastri	8- 9- 24	50	55	55	
155.	" V.Bramhan	12- 9- 23	50	55	55	
156.	" M.Narayana Rao	1- 5- 25	50	55	55	
157.	" B.Sankara Jois	Do.	50	55	55	
158.	" C.Muninanjappa Chetty	Do.	50	55	55	
			Carried over.	... ...	Rs. ~~15476~~ 15674	

No.	Name.	Date of confirmation.	Present Pay.	Proposed Pay	Extra cost in 1926-27.	Remarks.
					1574 Rs.	
	Brought Forward. ...	...	...	...	15476	
159.	Mr. B. Srinivasa Rao	1- 5- 1925	50	55	55	
160	" D.V.Subba Rao	Do.	50	55	55	
161.	" K.S.Ramachandra Rao	Do.	50	55	55	
162.	" H.G.Rangiengar	Do.	50	55	55	
163.	" B.N.Rangiengar	Do.	50	55	55	
164.	" M.Parthasarathi Iyengar	Do.	50	55	55	
165.	" B.K.Subba Rao	Do.	50	55	55	
166.	" B.K.Govinda rajulu	Do.	50	55	55	
167.	" K.N.Vithuran	Do.	50	55	55	
168.	" C.J.Parthasarathi	Do.	50	55	55	
169.	" T.L.Narayan	Do.	50	55	55	
K.T.Anantharamiengar		3-5- 1926	50	55	55	
171.	" B.Sitharama Rao	Do.	50	55	55	
172.	" S. A. Raja Rao	Do.	50	55	55	
173.	" B.N.Iyengar	5- 5- 1925	50	55	55	
174.	" T.S.Ekambaram	21- 7- 1925*	50	50	0*	From No.174 downwards, they will not have finished one year after confirmation to earn increment.These have to be confirmed yet.
175.	" K.S.Nadig	4- 9- 25				
176.	" P.N.Ethirajulu	1-10- 1925.				

			TOTAL EXTRA COST Rs.		16,301 / 16499	

All the others will either just earn their confirmation on or after 1st July 1926 and will therefore earn their increment only on or after July 1927.

Senior Surgeon.

APP. F. VI. Gl.]

SUBJECT.....

.....

.....

Section Land

File No. LO 1-25

Serial No 9

Diary No. of letter replied to...620

~~D.O.~~ No. 6441

~~To~~

Dear Sir,

With reference to the correspondence ending with your letter No. GC LRB-3 dated the 9th June 1926 ~~from~~ forwarding a statement showing the pay ~~to~~ which each of the Sub-Asst Surgeons ~~will have to be given~~ in the ~~Land~~ Revised Scale ~~of~~ Max proposed I am directed to state that ~~that~~ the rates of pay suggested ~~Govt proposal~~ are not in accordance with ~~the existing~~ rules

General and Revenue Secretariat

(Gen)

the *192*

Date of issue 15/7/26

Signed by Mr. M.V.I

List of enclosures.....

pied by MY

Exam ed by.....

over

~~on the Subject~~ and
to request now to be kindly
~~so good as to forward~~ modify the
~~required~~ proposals in
~~the matter~~ on the lines
sanctioned in the case
of Lady Subhadra Surgeons
in G.O. No 9 & 918-20 dated
9-4-25 & dated the
5th April 1926
The matter may kindly
be treated as very
urgent and this in-
formation furnished
within ~~four~~ three days
& oblige
Yours sincerely

PR
15/7

Dy
15/7

To B. Muhammad Usman Esqr. Dy
Senior Surgeon to Govt
Lahore

C-J-I
15/7/26.

C. Hayley
10/7

G.M.505

Med 101-25-10

Office of the Senior Surgeon in Mysore,

Bangalore, dated, 19th July 1926.

No. G.C.246-5

Enc.

From

Dr. B. Mahomed Usmon, L.M.S.,
Senior Surgeon with the Government of
His Highness the Maharaja of Mysore,
Bangalore.

To

The Secretary to the Government of
His Highness the Maharaja of Mysore,
Medical and Agricultural Departments
Bangalore.

Sir,

With reference to your letter No. G. 449-Med. 101-25-9, dated 15th July 1926, requesting me to revise the allocation of Sub Assistant Surgeons in strict conformity with the new rule, viz., by giving only one increment in the new scale of pay in case where an individual happens to have put in one year or more on a pay equal to one of the stages in the revised scale, as was done in the sanctioned allocation of Lady Sub Assistant Surgeons, I have the honour to state as follows:

In the case of Lady Sub Assistant Surgeons who were of about half a dozen in number, and each of whom had put in period of service appreciably more or less than her neighbo in the list, no difficulty presented itself in allocating th in a way that made the difference of pay under the new scal far as possible, propertionate to the difference of service, as to prevent giving to those who had already rendered some yea service, a cause to complain they were placed in no better position than their juniors who had but recently entered the service. Even here, it may be mentioned, that the Lady Sub Assistant Surgeo who tops the list has not been satisfied on the ground that she could not be given the maximum pay of the revised scale, viz., Rs.160/- in spite of her having put in nearly 19 years' service against the 15 years' period in which a new recruit to the service will be enabled to reach the same maximum.

The case of Sub Assistant Surgeons of the male cadre is quite different. The re-organisation of the department sancti

sanctioned in 1918 while materially improving the position of the Gazetted Officers, left the Sub Assistant Surgeons practically where they were, in as much as the change of scale from Rs.30-40-50-60, to one of Rs.35-45-55-65 was but a poor consolation to them either as compared with the better pay sanctioned to brother Sub Assistant Surgeons in Madras or as compared with the improvement in the pay sanctioned by the same Government Order to local Officers of the Gazetted rank. During the eight years that have since elapsed the prospects of Lady Sub Assistant Surgeons were twice improved, viz., once in July 1920 and again in January 1926.

When at last it has now pleased the Government to improve the scale of pay of male Sub Assistant Surgeons, it is my earnest request that the Government may be pleased to apply the new scale in a liberal spirit so that the members of this hardworked cadre, who have had to wait for eight long years, may feel that they have secured a substantial increase to their pay in proportion to the length of service, which, in most cases must have been under very trying conditions. Otherwise, the revision of pay will, in fact, appear as having been intended for the benefit of only new entrants, if the benefit to the old hands be made merely nominal.

The allocation now submitted by me is based on the above vital consideration, viz., to afford <u>real</u> satisfaction to these hardworked subordinates in proportion to the length of service of each. I have given the most careful consideration to each individual case or each batch of subordinates who entered the department in a period of one or two years. The justification for giving particular rate of pay in each case is given in the "remarks" column of the statement. The anomalies that will result from a too strict application of the new rule, viz., to allow only <u>one</u> increment, and not more than one, in each case where the present rate of pay has been drawn for more than a year, will be apparent, if the the following instances be considered.

Nos. 1 to 6 in the list, who are now drawing Rs.97 can only be entitled to a pay of Rs.105 and as they have all put in from 28 to 30 years' service already, may not expect to remain in

in harness for more than another couple of years or so and will therefore not be materially benefitted as reagrds pension, as compared with the prospects of later recruits in that respect.

Again, Nos. 7 to 18 in the list will all have to draw Rs.95 against their present pay of Rs.87, which will mean that 12 out of the 24 places on Rs.100-5-125 sanctioned in the new scale will have to remain vacant.

Similarly the first 17 men in the list under the scale Rs.50-5-100, who are now in receipt of Rs.77 will have to be started only on Rs.85 and thereby to wait for another three years to reach Rs.100 in spite of their having already put in more than 19 years' service, against 10 years in which a new recruit will reach the same pay of Rs.100. Some of the men in this group will retire before reaching Rs.100, not to speak of a chance of getting into the higher grade of Rs.100-5-125.

In the cases of Nos. 18 to 31, their present pay of Rs.72 is considered as equivalent to Rs.75, a stage in the revised scale and they have been given one increment, as they have been on their present pay without any promotion for more than 5 years. In the cases of Nos. 32 to 47, whose service on Rs.72 is less than three years, it has been considered sufficient to give them Rs.75 only, to maintain a difference of Rs.5/- in their pay and that of those who have put in about 5 years' more service.

The above remarks equally apply to the cases of Nos. 48 to 63 who now draw Rs.62 and are proposed to be given one increment over Rs.65 due to them in the revised scale, and to the the cases of Nos. 64 to 84, now drawing Rs.62 and proposed to be given only Rs.65 in the new scale.

The only alteration in pay open to me to suggest in order to bring down the extra cost during the year to within the Rs.16,000 provided in the budget is in the cases of Sub Assistant Surgeons now in the last class on Rs.50 in the present scale.

Nos. 85 to 110 in this class now drawing Rs.50 have be given Rs.60/- in the revised scale, in as much as the

last of them, Mr. M. Lakshmana Rao, who was confirmed on 24-5-1922 would be due to be promoted to Rs.62 under the existing rules on 24-5-1927, while by giving him only one increment i.e., a pay of Rs.55 under the revised scale from 1st July 1926, will entitle him to a pay of Rs.60 on 1-7-1927, which means he will get 2 rupees less than his due promotion under the existing scale and that too a month after the due date.

In the cases of the next fifteen in the list viz., Nos. 111 to 125, it is sufficient to give them only Rs.55 under the new scale instead of Rs.60 as proposed. Their position will in no way be adversly affected as compared with the present rules. The reduction in the extra cost by this change will come to Rs.5 x 15 x or Rs.825. Nos. 126 to 130 who were confirmed between 1st July 1923 and 23rd October 1923 and who cannot, under the existing rules expect promotion to Rs.62 before 1st July 1928 and who will get promotion to Rs.62 before December 1928, will have to be also specially treated and given Rs.55 so that by July 1928 they have reached a pay of Rs.65 against Rs.62 they would soon be entitled to, under the existing rules. This will give a saving of Rs.5 x 5 x 11 or Rs.275.

In the case of Nos. 131 to 149, who are now proposed to be given Rs.60 under the new scale, and Nos. 150 to 158 who are proposed to be given Rs.55 in the new scale, they may continue to be on Rs.50 in the scale, as they were all confirmed on or after March 1924 on Rs.50 and would not be entitled to the next promotion on Rs.62 under present Rules till after March 1929 or three years hence. But under the new new scale they will all receive three increments in the three years and will reach Rs.65. The saving in the 19 cases at Rs.10 each will be Rs.19 x 11 or Rs.2,090. The saving in the 9 cases (Nos. 150 to 158) at Rs.5 each will be Rs.45 x 11 or Rs.495. Thus the total reduction in the extra cost will be Rs.3,685 as noted in the margin.

275-0-0	
2090-0-0	
495-0-0	
Rs.3,685-0-0.	

In conclusion I may be permitted to say that, if it is the intention of Government that the proposed revision ought to give universal satisfaction to the members of the Sub Assistant Surgeons' cadre it is necessary that the allocation of the hands in the new scale of pay should be done with a view to give substantial benefit to the hands who have already put in ten years and more of service, and that the rules should, if need be, be applied in a liberal spirit. Those who

Those who are in the last class on Rs.50, need no other relief than enabling them to reach their next increment under the new rules in the same time as they would have reached its equivalent under the existing rules.

I request therefore that the pay proposed by me for those who are already in receipt of Rs.62 and more may therefore be kindly allowed to remain and that ~~any~~ reduction may be made only in the cases of those who are drawing Rs.50 as now proposed by me, to bring the total extra cost well within the extra grant sanctioned for this purpose in the Budget.

I have the honour to be,

S i r,

Your most obedient servant,

Senior Surgeon.

Head 101-25-10

Proceedings of the Govt. of His Highness the Maharaja of Mysore.

Read.-

G.O. No. G.679-80/Medl.69-16-4 dated the 13th July 1918 passing orders on the reorganization of the Medical Department and fixing therein the minimum pay of Sub Assistant Surgeons at Rs. 35 and that of Assistant Surgeons, Second grade, at Rs. 120 per mensem.

2. G.O. No. G.19965-6/Medl. 114-17-4 dated the 7th March 1919 directing that the minimum pay of Sub Assistant Surgeons be raised from Rs. 35 to Rs. 45 per mensem.

3. G.O. No. Fl.6-55/S & A. 5-21-11 dated the 9th October 1921 sanctioning additions to pay, in the case of certain class of Government servants, in lieu of high price allowances.

4. Letter No. G.C. 245 dated the 30th January 1926 from the Senior Surgeon in Mysore submitting proposals for the revision of the scale of pay of Sub Assistant Surgeons.

5. Letter No. G. C. 246 dated the 30th January 1926 from the same officer submitting proposals for the revision of the scale of pay of Surgeons and Assistant Surgeons.

6. Correspondence ending with letter No. G.C. 246-5 dated the 19th July 1926 from the Senior Surgeon on the same subject.

p.t.o.,

Order No. G. 3695/med -46.

Dated Bangalore, the 5 Oct 1926

The question of revising the scale of the pay of Sub Assistant Surgeons and of Assist-ant Surgeons has been under the considera-tion of Government for some time past.

2. ~~After a careful consideration~~ of th~~e subject~~, Government are pleased to direct that the scale of pay of Sub Assist-ant Surgeons be revised as follows:--

1st class ———	6	Sub Assistant Surgeons	on	Rs. 125-5-150
2nd class ———	18	"	"	Rs. 100-5-125
3rd class ———	191	"	"	Rs. 50-5-100

3. There will be two promotion exami-nations, one before promotion to pay Rs. 75 falls due, and another for promotion to the higher grade on Rs. 100-5-125. Promotion to the class on Rs. 125-5-150 will depend on proved merit and capacity, the selection being restricted to those who have reached the maximum pay of Rs. 125/- in the lower class on Rs. 100-5-125.

4. The proposal of the Senior Surgeon not to fill up any of the six places in the class on Rs. 125-5-150 until the ~~hand~~s who find a place in the class on Rs. 100-5-125 in the re-allocation shall have reached the pay of Rs. 125 and drawn that pay for at least a year, is approved.

5. The revision will come into effect from the date of this order. ~~XXXPRXPXXXXX~~ The Senior Surgeon is requested to submit proposals

proposals regarding the allocation of the Sub Assistant Surgeons. As proposed by the Senior Surgeon, Sub Assistant Surgeons who have passed one or more grade examinations may be given the benefit of having passed such examinations in the allocation proposals.

6. As regards Assistant Surgeons, Government are pleased to direct that the initial pay of Assistant Surgeons, Second grade, be raised from Rs. 120 to Rs. 150 per mensem, and the pay of such of those officers as are now drawing less than this minimum be raised to Rs. 150 from the date of this revision.

9/9.

SECRETARY TO GOVERNMENT
Medl. & Agl. Depts.

mw 8/9

C.B.

To

The Senior Surgeon in Mysore

" Comptroller to Govt. through the Financial Sectt.

Cross Table

S. O.

Government of His Highness the Maharaja of Mysore.

GENERAL AND REVENUE DEPARTMENTS.

G. O. No. G. 3645-6—Med. 101-25-11, dated 5th October 1926.

Assistant Surgeons and Sub-Assistant Surgeons.

Revises the scale of pay of ——.

READ—

Government Order No. G. 679-80—Medl. 69-16-4, dated the 15th July 1918, passing orders on the reorganization of the Medical Department and fixing therein the minimum pay of Sub-Assistant Surgeons at Rs. 35 and that of Assistant Surgeons, Second Grade, at Rs. 120 per mensem.

2. Government Order No. G. 19965-6—Medl. 114-17-4, dated the 7th March 1919, directing that the minimum pay of Sub-Assistant Surgeons be raised from Rs. 35 to Rs. 45 per mensem.

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4. Letter No. G. C. 245, dated the 30th January 1926, from the Senior Surgeon in Mysore, submitting proposals for the revision of the scale of pay of Sub-Assistant Surgeons.

5. Letter No. G. C. 246, dated the 30th January 1926, from the same officer, submitting proposals for the revision of the scale of pay of Surgeons and Assistant Surgeons.

6. Correspondence ending with letter No. G. C. 246-5, dated the 19th July 1926, from the Senior Surgeon on the same subject.

ORDER No. G. 3645-6—MED. 101-25-11, DATED 5TH OCTOBER 1926.

The question of revising the scale of the pay of Sub-Assistant Surgeons and of Assistant Surgeons has been under the consideration of Government from some time past.

2. Government are pleased to direct that the scale of pay of Sub-Assistant Surgeons be revised as follows:—

First class———	6	Sub-Assistant Surgeons	on Rs.	125-5-150
Second class——	18	,, ,,	,, ,,	100-5-125
Third class——	191	,, ,,	,, ,,	50-5-100

3. There will be two promotion examinations, one before promotion to pay of Rs. 75 falls due, and another for promotion to the higher grade on Rs. 100-5-125. Promotion to the class on Rs. 125-5-150 will depend on proved merit and capacity, the selection being restricted to those who have reached the maximum pay of Rs. 125 in the lower class on Rs. 100-5-125.

4. The proposal of the Senior Surgeon not to fill up any of the six places in the class on Rs. 125-5-150 until the officials who find a place in the class on Rs. 100-5-125 in the re-allocation shall have reached the pay of Rs. 125 and drawn that pay for at least a year, is approved.